



Arch B, The Link
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ANTI- BULLYING POLICY

1. Introduction

The Archway youth Project (AYP) believes that everybody in the Project (including young and people and members of staff) should feel safe, as well as treated with respect, fairly and equally by all. Accordingly, the Project strongly views bullying of any kind as a serious matter and would not tolerate it under any circumstance.

2. What is Bullying?

Bullying is the use of aggression with the intention of hurting another person and results in pain and/or distress to the victim. By bullying we mean any deliberate action that makes a person feel bad about him/herself. This involves the following:

- Verbal and physical abuse
- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Unpleasant comments about people's disabilities.
- Persistent teasing.
- Threatening.
- Using on-line technology to be unkind towards someone else.
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3. Bullying at AYP

At AYP, every participant is expected to:

- Feel safe, welcome and not a victim of bullying.
- Participate and engage in the Project's activities freely without intimidation
- Respect each other.

The Project therefore condemns all forms of bullying and seeks, with the help of all learners, staff and parents in defeating it wherever it arises.



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4. Bullies at AYP

1. The bully usually picks on someone who is unlikely or unable to retaliate and therefore does NOT have a place at the Project.
2. AYP believes that bullies in a group setting tend to find safety in numbers.
3. AYP agrees with the assertion “that is no such thing as a brave bully”. Bullying is simply cowardly.
4. All members of the Project are aware that the really brave person is the one who TELLS, rather than keeps silent. We therefore encourage participants at the project to SPEAK OUT.
5. AT AYP, it is our policy that a firm and fair action would be taken against anyone who indulges in bullying.
6. As a TELLING Project, our actions are meant to protect others who may be affected by the bully. The Project gives every possible support and protection to victims of bullying.
7. At AYP, we believe that bullies also need help, and this will be provided where appropriate and as required.

5. Procedures

1. Bullying incidents, or awareness thereof, should be reported (by student, parent, or staff) to an appropriate member of staff as soon as possible. If it is a member of staff reporting the incident, this must be logged in the incident book.
2. The issue MUST be addressed by the appropriate member of staff at the earliest possible opportunity, and certainly, by the end of the training day.
3. In each case brought to the attention of the project, appropriate mechanisms will be used to record any incident, clearly and accurately taking statements/accounts of different viewpoints as necessary. Any known acts will be recorded.
4. In cases of Bullying parents/carers should be informed and discussions will be held to seek a resolution to the issues.
5. An attempt will be made to help the perpetrators change their behaviour.
6. If necessary and appropriate, the Police or other external bodies will be consulted. This is in consultation with a member of the Management team.



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6. Outcomes

1. The bully (bullies) maybe asked to apologise and mediation take place, as led by management. If possible, the students involved will be reconciled.
2. Consequences including Internal Exclusion from a training sessions or Fixed Term Exclusion will be allocated as appropriate.
3. In more serious cases or where bullying is repeated, a range of sanctions may be utilised. These may include fixed term or permanent exclusion from the Project.
4. Parents/carers of both parties (bully and victim) will be contacted to make them aware of the issues that have arisen and to seek their support to ensure a successful resolution.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

8. Prevention

A range of strategies is in place to reasonably prevent and highlight issues of bullying. These will include:

1. All members of the Project, including staff, parents and carers are aware of our Rules & Regulations that students sign when starting their placement.
2. Students are clear about what do if they are being bullied or are aware of bullying.
3. Parents and carers know how to support their sons and daughters in relation to issues such as on-line bullying.
4. Provide clear anti-bullying messages through displays in all parts of the Project.
5. All Project Workers are expected to provide support and mentoring for students who are vulnerable.
6. Students respond to praise and reward, which is promoted at AYP by all staff members.
7. Online safety support is offered to all parents/carers and students when necessary.

Date Reviewed: July 2023