



---

# **SERVICE USER ANTI BULLYING POLICY**

---

**Reviewed: November 2024**

**REVIEW DATE: November 2025**

Page No.

1. Introduction	3
2. Definitions	3-4
3. NE Youth's Commitment	4
4. Supporting Children and Young People	4
5. Appendix 1- Useful Contacts	5

## **INTRODUCTION**

This policy sets out how NE Youth will tackle bullying and how we will support children and young people who experience or display bullying behaviour.

## **DEFINITIONS**

There are many different types of bullying that can be experienced by children and young people. Some are obvious to spot while others can be more subtle. Below are some examples of the types of bullying children and young people may experience:

### **Physical bullying:**

Physical bullying includes hitting, kicking, tripping, pinching and pushing or damaging property.

### **Verbal bullying:**

Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.

### **Social bullying:**

Social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Social bullying includes:

- Lying and spreading rumours
- Negative facial or physical gestures, menacing or contemptuous looks
- Playing nasty jokes to embarrass and humiliate
- Mimicking unkindly
- Encouraging others to socially exclude someone
- Damaging someone's social reputation or social acceptance.

### **Cyber bullying:**

Cyber bullying can be overt or covert bullying behaviours using digital technologies, including hardware such as computers and smartphones, and software such as social media, instant messaging, texts, websites and other online platforms. Cyber bullying can happen at any time. It can be in public or in private and sometimes only known to the target and the person bullying. Cyber bullying can include:

- Abusive or hurtful texts emails or posts, images or videos
- Deliberately excluding others online
- Nasty gossip or rumours
- Imitating others online or using their log-in

## **NE YOUTH'S COMMITMENT:**

We will:

- Recognise our duty of care and responsibility to safeguard all children and young people who access our services from harm
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- Ensure that bullying behaviour is not tolerated or condoned
- Take action to investigate and respond to any reports of bullying from children and young people
- Ensure that staff are given access to information, guidance and training on bullying

## **SUPPORTING CHILDREN AND YOUNG PEOPLE**

NE Youth staff will:

- Create an 'open door' ethos where children and young people feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- Identify potential barriers to disclosing concerns (including those associated with a child's disability or impairment) and explore other ways of communicating incidents of bullying
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour to make it clear that bullying will not be tolerated
- Ensure that children and young people are aware of helpline numbers (see appendix one)
- Treat reports of bullying seriously and listen carefully to children and young people's concerns
- Ensure that reported experience of bullying behaviour are investigated
- Support children and young people who are experiencing bullying
- Educate those who display bullying behaviour to develop better relationships and to understand the impact of their behaviour
- Initiate NE Youth's Safeguarding Procedure when appropriate, which may include disclosures to external agencies
- Ensure that any sanctions are proportionate and fair

## **APPENDIX ONE**

### **USEFUL CONTACTS**

- NSPCC Helpline 0808 800 5000
- Childline 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)
- Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)