**Last updated: 4th June 2023**

As adopted by the Friends of Cannock Stadium Park Community Group.

**Statement of intent**

The aim of the anti-bullying policy is to ensure service users, volunteers and employees (further known as ‘participants’) can learn, work and help in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly and safe environment for all of our participants so they can help, work and learn in a relaxed and secure atmosphere. If bullying does occur, all participants should be able to tell and know that incidents will be dealt with promptly and effectively.

**Why do we need an Anti-Bullying Policy?**

Persistent bullying can severely inhibit a participants ability effectively with their role with Friends of Cannock Stadium Park (further known as ‘FoCS’).

The negative effects of bullying can have an impact on a person for their entire life.

This organisation (FOCS) wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore this policy promotes practices within the organisation to reinforce our vision and to remove or discourage practices that negate them.

**What is Bullying?**

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others.

Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone.

Participants who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults (in Children).

There may be evidence of changes in work patterns, lacking concentration or drive participants away from assisting Friends of Cannock Stadium in our missions, goals and sessions.

**Bullying can take many forms including:**

Physical bullying which can include kicking, hitting, pushing and taking away belongings;

Verbal bullying which includes name-calling, mocking and making offensive comments;

Emotional bullying which includes isolating an individual or spreading rumours about

them;

* Cyber-bullying where technology is used to hurt an individual –for instance, text messaging or posting messages/images on the internet or any form of social media;
* Racist bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
* Sexual bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
* Homophobic and biphobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
* Transphobic bullying occurs when bullying is motivated by a prejudice against people who identify as transgender.
* Disablist bullying occurs when bullying is motivated by a prejudice against people with any form of disability, this includes mental or non-physical conditions.
* Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender.
* With the advance in new technologies, FOCS is aware there is an increased risk of cyberbullying using e-mails, instant messenger, social networking sites, and public websites inappropriately.
* Therefore the organisation has an On-line Safety and Social Media Policies which all participants agree to adhere to, in order to engage with FOCS.
* Some warning signs that a participant is being bullied:
* Changes in academic performance
* Appears anxious
* Regularly feeling sick or unwell. Wanting to avoid areas or tasks regularly. Reluctance to come to sessions held.
* Clothes/bags torn or damaged.
* Money/possessions going missing.
* Unexplained cuts and bruises.
* Unexplained behaviour changes, e.g. moody, bad-tempered, tearful and unhappiness.
* Loss of appetite. Not sleeping. Loss of weight
* Seen alone a lot.
* Not very talkative

**Some reasons why people bully:**

* Desire to appear powerful;
* Unhappiness;
* Feelings of inadequacy;
* Difficulties at home;
* Learned behaviour (They too have been bullied).

**How to get help:**

Participants can talk to the following people if they have any concerns about bullying depending on who is bullying them.

* Management
* Supervisors
* Session Leaders
* Office Staff

Participants can feel confident that any of the above will listen to their problem.

Participants who have been bullied will be supported by:

* Offering an immediate opportunity to discuss the experience with any of the above of their
* choice
* Reassuring the participant
* Offering continuous support
* Restoring self-esteem and confidence

Participants who have bullied will be helped by

* Discussing what happened
* Discovering how and why the participant became involved
* Establishing the wrongdoing and express the need to change
* Informing relatives and partners to help change the attitude of the participant.
* General Responses will vary depending on the nature of the incident:
* Dedicated ‘Pal’ to work alongside;
* Counselling;
* Involvement of external agencies;
* Peer support/peer mentoring
* Formal recording;
* Liaison with relatives or partner;

If the accused is a fellow participant, we can also implement the following responses:

* Monitoring by Supervisor or Management
* Disciplinary of Bully (see Settling Differences Policy)
* Dismissal from the organisation (At the President’s Discretion)

If the accused is NOT a participant (i.e. External, Public, Allotment User (external to FOCS) or

Internet User / Troll

* Ban from Social Media Platform.
* Anti Bullying Procedures
* It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

**Participant Responsibilities**

* To implement procedures to confront bullying in any form
* To listen to all participants involved in incidents
* To investigate incidents promptly and as fully as possible
* To take appropriate action or to refer to Management as appropriate
* To record in the appropriate participants’ files
* To share with relatives and partner of a participant in cases of persistent and/or serious bullying
* To implement appropriate procedures for a member of staff
* To promote the range of changes and strategies which challenge bullying behaviour
* To promote open management styles which facilitate communication and consultation within the organisation and relevant outside agencies when appropriate
* To model the values our organisation believes in from the mission statement
* To promote the use of interventions which are least intrusive and most effective

**Anti Bullying Strategies**

* Regular promotion of anti-bullying in sessions and activities
* Annual questionnaires to research participants views on how safe they feel in the organisation
* Promotion of Self Esteem
* Anti-bullying training for management, supervisors and social media staff
* Any reports of bullying can be sent to ‘safeguarding@friendsofcannockstadium.org.uk’ in which all emails will be treated with strict confidentiality

A great deal of bullying is **CYBER-BULLYING**. Please be vigilant and use of texting, Facebook,

Twitter and other social media sites are to be used with care. Access to these is out of the

organisation’s control

**TALK** with someone you trust on a regular basis, so any problem is easier to share.

If someone is talking to you about bullying, **LISTEN** to what they say.

**DON’T STAY SILENT**

Be realistic in expectations, sometimes on-going problems can take time to resolve

**TRY** to be cooperative with our organisation and not be aggressive.

Without a good working relationship between participants and the organisation the

situation could deteriorate, which won’t help you or the situation to be resolved.

They **NEED** the support of partners, relatives and our organisation

**REMEMBER – IF YOU ARE A VICTIM, IT IS NOT YOUR FAULT!**

**Monitoring, evaluation and review**

The organisation will review this policy annually and assess its implementation and

effectiveness. The policy will be promoted and implemented throughout the

Organisation.

President :........................................................

Date...............................

Vice President :........................................................

Date...............................

Safeguarding and welfare officer :........................................................

Date...............................