



YOROI DOJO`S ANTI-BULLYING POLICY

Bullying is repeated aggression, verbal, psychological or physical, racial, sexual, or relational, conducted by an individual or group against others. The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm).

Bullying is not an accepted behaviour towards anyone at YOROI DOJO be they a child, coach, volunteer, or parent. Anyone found to be bullying others will be dealt with seriously both in regard to the behaviour exhibited and the reasons for the behaviour.

The possibility of people being bullied should be discussed openly within the Club and all young people and staff informed of both the Clubs' views on bullying and ways in which bullying can be prevented/stopped. It should be emphasised that anyone can be the victim of bullying and that being or feeling bullied is not a sign of weakness and does not make the victim a less valuable person.



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·Bullying can include:

- verbal teasing or making fun of someone.**
- excluding children from games and conversations**
- pressurising other children not to be friends with the person who is being bullied.**
- spreading hurtful rumours or passing around inappropriate photographs/images/drawings cyberbullying (i.e., using computers or mobile phones to bully someone) shouting at someone stealing or damaging someone's possessions.**
- making threats**
- forcing someone to do something embarrassing, harmful, or dangerous.**
- harassment based on race, gender, sexuality, or disability.**
- physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection procedures).**



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• People are often bullied because they appear different from others. The signs and symptoms of bullying If someone is being bullied, they might not tell anyone directly.

This could be because they have been threatened and are afraid to say anything or because they believe that nothing can be done about it and that telling someone will only make it worse. It could even be because they do not recognize that what is happening to them is bullying.

Signs that someone may be being bullied could include:

- being unhappy, withdrawn and unwilling to spend time in a group, especially during unstructured periods e.g., break time.
- being without friends
- missing meetings and activities at and/or expressing a reluctance to attend.
- being clingy with adults
- appearing to lose possessions or money (things that may have really been stolen by or given away to bullies)
- unexplained injuries
- uncharacteristic illness or aggression.
- Some of these signs might also indicate abuse at the hands of adults or other negative experiences, so they should be treated with caution.



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What to do if you are being bullied If you are being bullied, you should never keep it to yourself. Tell someone you trust. This could be a coach, club mate, teacher, or someone from outside the club. It could also be your parent or carer.

You may prefer to tell another young person first and ask that person to help you tell an adult.If the bullying is happening at YOROI DOJO, the club should have the ability and tools to sort it out here. If it is happening somewhere else (at school, for example, or near your home), the club should involve other people to stop it happening there.

What to do if you observe a child or young person being bullied or if someone tells you he/she is being bullied If you are a child or young person and someone tells you that he or she is being bullied, don't try to deal with it yourself.



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Talk to the person about getting help from an adult. Try to persuade him or her to go with you to explain the situation to the Designated Person of the YOROI DOJO. If he/she won't do this, the best way to help is to explain that you will have to tell an adult yourself -- and then go ahead and tell someone.

If you are an adult and a child tells you that he or she is being bullied, take the child seriously. Do not tell him/her to stop being silly or to keep out of the way of the bullies. This will not help and will make the child feel let down and less inclined to tell anyone else. Listen to the child's full account of what is going on and complete the bullying reporting form with the child as soon as possible.

If you observe the bullying directly, act assertively to put a stop to it. Explain to all concerned that the incident will have to be reported properly to stop it happening again. Report the incident to the Designated Person or, if you are the Designated Person talk to the child about the bullying.

Unless the incident is minor and can be dealt with informally, the child's parent or carer should be informed by the Designated Person within one working day.



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If possible, there should be a three-way meeting between the child, the Designated Person, and the parent.

If the bullying is taking place in another environment (e.g., school) the Designated Person should ask what support the parent and child would like, in order to engage with whoever the responsible agencies might be.

The Child Welfare Officer should aim to work in partnership with both parent and child and any other people who may be involved. If the bullying is taking place within YOROI DOJO, the parent and child should be reassured that it will be dealt with as a priority and should be asked for their views on what would be helpful to deal with the situation.

The Designated Person, having spoken to the child who has been bullied and the child's parent/carer, should also speak to the bully (or bullies) and obtain their account of what has happened or is happening. This should be noted in writing and the parents/carers of the bully (or bullies) should be informed. The bully and his or her parents/carers should be asked for their views on what should be done to put a stop to any further bullying and to repair the damage that has been done.



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Apart from very minor incidents that have been directly observed by a club member and dealt with at the time, all bullying that takes place at YOROI DOJO should be discussed within the club management within five working days. At the meeting, the bullying incident should be discussed, and the details of a draft plan drawn up to address the situation, taking into account any suggestions made by the children involved and their parents/carers.

The following areas should be covered:

- details of any apology that has been or should be offered by the bully (or bullies)
- details of any support for the person who has been bullied e.g., use of buddy scheme, extra input from the Designated Person, referral to another service
- details of any consequences for the bully, in addition to making an apology, with reference to the code of conduct.
- details of any support for the bully, with reference to Codes of Conduct
- details of any further discussions or work to be done with others in the group, including children who may have observed or encouraged the bullying.
- details of any changes in how the staff group may handle issues of bullying in future.
- The plan should be shared with the children concerned and their parents and should be reviewed regularly.

Keeping a record of the bullying Use the Raising a Concern Form and take clear notes of any discussions or meetings that take place following the bullying incident. The plan for dealing with the aftermath of the incident should be copied to the child who has been bullied and his/her parent/carer and to the bullies and their parents/carers. It should also be placed on the file of all the children directly involved.