



Kessingland Parish Council

Kessingland Youth Café

Anti-Bullying Policy

Introduction

Kessingland Parish Council is committed to providing a caring, supportive and friendly environment via the Youth Café where young people learn to value and respect each other and are challenged to reach their full potential through active participation.

Kessingland Parish Council and the volunteers and members of the Youth Café will:

- respect every individual's need for and rights to an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- respect every individual's feelings and views
- recognise that everyone is important and that our differences make each of us special
- show appreciation of others by acknowledging individual qualities, contributions and progress

What is 'Bullying'?

Bullying can include:

- physical pushing, kicking, hitting, pinching or any other unwanted physical contact
- name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring or exclusion of individuals
- sexist, racist, sectarian, homophobic or transphobic taunts, comments, graffiti and gestures
- unwanted sexual comments and/or suggestions.
- threatening or unpleasant emails, text messages or posts on social networking sites

Who is at risk of being bullied?

Everyone can be at risk of being bullied because everyone is an individual and because of that have things about them that are different to others. It is usually an individual's difference which a bully focuses upon but bullying can also be caused by jealousy.

There are groups which are more likely to be bullied:

- children and young people from ethnic minorities
- children and young people with different abilities
- young people who are gay, lesbian or transgender
- young people with learning difficulties

Children and young people from the above groups can be more vulnerable to this form of abuse and may well be targeted. But this list is not exhaustive, bullies can also target others size, weight, cleverness, the area someone lives in or the school that they attend. Sometimes there may not even be a reason, it might be that the individual who is being bullied is just in the wrong place at the wrong time.

Who is at risk of becoming a bully?

Anyone can be at risk of becoming a bully. Sometimes bullying is intentional, sometimes the bully isn't aware that they are bullying others. So why do people become bullies? It can be:

- to gain status
- because it is learned behaviour
- to cover up their own insecurities or problems
- because they are going through a difficult time
- peer pressure or to fit in
- unintentional

Conclusion

Bullying will not be accepted or condoned by the Youth Café or Kessingland Parish Council. All forms of bullying will be addressed via the Youth Cafe Anti-Bullying Procedure. Everybody has the responsibility to implement this policy and to work together to stop bullying - young people, parents, volunteers and Youth Café leaders and the Council.



Kessingland Parish Council

Kessingland Youth Café

Anti-Bullying Procedure

The Youth Café policy is that young people being bullied will be supported and assistance given to uphold their right to a safe youth club environment which allows their healthy development. Those who bully will be encouraged to consider their actions and supported to stop bullying.

If you are being bullied or believe that someone else is being bullied you should talk to a Youth Café leader about it. This applies to Youth Café volunteers and members. Anyone who reports an incident or incidences of bullying will be listened to carefully and told what will be done with the information.

Club leaders will investigate the complaint objectively and will listen carefully to all those involved.

Where possible, the parties will be brought together to see if the issue can be resolved with a (genuine) apology.

If appropriate, parents of those involved will be informed and asked to meet with the Youth Café leaders to discuss the situation.

If the issue is still not resolved the Youth Café leader(s) will bring together a small panel consisting of members of the Youth Café Sub-committee and the Clerk/Deputy Clerk to meet with the parties both together and separately to try and resolve the issue. If a mutually agreed resolution cannot be achieved then this panel will consider what resolution is necessary.

Those involved will be told what is being recorded, in what context and why and how long any information will be maintained. This will be kept confidential between each individual and the Youth Café leaders unless there is a need for it to be reported to a council officer.