



BITE BACK 2030 Anti-Bullying Policy

Purpose

The purpose of this document is to prevent bullying from happening between children and young adults who are a part of our organisation and or who take part in any Bite Back 2030 activities and programmes.

This document serves to provide information to all staff, children and young adults about what we should do to prevent and deal with bullying. It further serves to stop bullying as soon as possible if it does happen, and that those involved receive the support they need.

Scope

This policy statement applies to anyone working directly or on behalf of Bite Back 2030, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

What is bullying?

Bullying includes a range of abusive behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Can be done directly or indirectly (online)

More detailed information about bullying is available via NSPCC [here](#).

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children and young adults in the UK. The NSPCC provides summaries of the key legislation and guidance on:

- [Bullying](#)



- [Online abuse](#)
- [Child protection](#)

Bite Back 2030 believes that children and young adults should never experience abuse and or harm of any kind. As an organisation we have a responsibility to promote the welfare of all children and young adults, to keep them safe and to carry out practices in a way that protects them.

Bite Back 2030 recognises that:

- Bullying causes real distress. It can affect a person's health and development as well as, can cause significant harm to a child's and young adult's wellbeing
- Bullying is closely related to how we respect and recognise the value of diversity.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Bite Back 2030 will seek to prevent bullying by:

- Developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities and programmes
- Putting clear and robust anti-bullying procedures in place. Strong emphasis will be put on prevention and response
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- Holding regular discussions with staff, volunteers, children, young adults and families who are involved and liaise with Bite Back 2030, about bullying and how to prevent it.

These discussions will focus on:

- Group members' responsibilities to look after one another and uphold the behaviour code
- Practising vital skills such as listening to each other, respecting the fact that we are all different
- Making sure that no one is without friends, working to ensure a healthy work spirit and environment
- Helping to solve and deal with problems in a positive way
- Checking and evaluating that our anti-bullying measures are working well
- Bite Back 2030 will make sure that our response to incidents of bullying takes into account:
 - The needs of the person being bullied
 - The needs of the person displaying bullying behaviour
 - The needs of any bystanders
 - Our organisation as a whole.



- We will make sure to review the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

Bite Back 2030 will be proactive about:

- Seeking opportunities to learn about and celebrate difference
- Increasing diversity within our staff, volunteers, children and young adults.
- Recognising and responding to abuse.

This policy statement should be read alongside our organisational policies and procedures including:

- Child protection and Safeguarding policy
- Behaviour Code for Adults working with Children
- Diversity and Inclusion Policy
- Being Safe Online
- Grievance Policy
- Whistleblowing Policy

If you have been subjected to any form of bullying, whether that is internal, via personnel associated with Bite Back 2030, or through being engaged in Bite Back's 2030 programmes/activities, please get in touch with the designated anti-bullying leads or anyone from the P&D team..

Please make sure to also consult Bite Back's supporting safeguarding documents.

Contact details

Designated Bite Back 2030 Anti-Bullying Lead:

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Youth Board Lead:

Name: Sara Zarkovic
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P&D Team:

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Other contacts:

NSPCC Helpline 0808 800 5000