



ANTI-BULLYING POLICY

Change'sPlus recognises that:

- Bullying is “behaviour, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally.’
- One person or a group can bully others.
- The bullying can occur either face-to-face between individuals or groups or online, using information technology, such as computers or mobile phones,
- Bullying can include:
 - Verbal teasing or making fun of someone;
 - Exclusion from conversations;
 - Pressurising others not to be friendly with the person who is being bullied;
 - Spreading hurtful rumours or passing round inappropriate photographs/Images/ drawings;
 - Shouting at or verbally abusing someone;
 - Stealing or damaging someone's belongings;
 - Making threats;
 - Forcing someone to do something embarrassing, harmful or dangerous;
 - Harassment on the basis of race gender sexuality or disability;
 - Physical or sexual assault(although all sexual incidence and all but very minor physical incidents constitute abuse and must be dealt with in accordance with safeguarding procedures.
- Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm;
- People are often targeted by bullies because they appeared different;
- We all have a role to play in preventing bullying and putting a stop to bullying.

The purpose of this policy is:

- To prevent bullying happening in our organisation, as much as possible;
- When bullying does happen, to make sure it is stopped as soon as possible and that those involved will receive the support they need;
- Provide provide information to all appropriate persons about what we should all do to prevent and deal with bullying.

We will seek to prevent bullying by:

1. Developing the code of behaviour that sets out “the dos and don'ts 'in terms of how everyone involved in ChangesPlus is expected to behave, both in face-to-face contact and online;
2. Developing a new members welcome policy that will help ChangesPlus to attract members from diverse groups;
3. Developing a plan that describes how we welcome new members and help them to settle in;

4. Holding regular discussions with staff, members and stakeholders who use changes plus to ensure they understand our anti-bullying policy. These discussions will focus on:
 - Group members' responsibilities to look after one another and uphold behaviour;
 - Practising skills such as listening to each other;
 - Respecting the fact that we are all different;
 - Making sure that no one is without friends:
 - Dealing with problems in a positive way:
 - Checking the anti-bullying measures are working well
 - Developing a complaints procedure.
5. Up-keeping a complaints policy and procedure: making sure that staff, members and stakeholders have clear information about our anti-bullying policy, complaints procedure, anti-bullying procedure and codes of behaviour.

When bullying appears, we will respond to it by:

1. Having a clear anti-bullying procedure in place;
2. Providing support and training for all involved with all forms of bullying, including racial, sexist, homophobic, and sexual bullying;
3. Addressing the issue from the point of view of the person being bullied, the bully any bystanders and ChangesPlus as a whole;
4. Reviewing that the plan developed to address the bullying, in order to ensure that the problem has been resolved;
5. Avoiding any punishments that make the individuals concern seems small or look or feel foolish in front of others.

Monitoring and Review

The CEO and/or Chair is responsible for monitoring the effectiveness of tis policy.
 Review Due20th April 2020.

SIGNED. CEO.CHAIR. DATE.....