



LONDON YOUTH GAMES FOUNDATION

ANTI-BULLYING POLICY

THE PURPOSE AND SCOPE OF THIS POLICY

London Youth Games aims to use the power of competitive sport to create life-changing opportunities for young Londoners, engaging all 33 borough communities with inclusive participation at all levels and for all abilities. London Youth Games wants all children and young people to have a positive and enjoyable experience of sport in a safe and young person-centred environment.

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities.
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of London Youth Games Foundation 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 behavior that is

- repeated.
- intended to hurt someone either physically or emotionally.

Bullying encompasses a range of behaviors' which may be combined and may include; verbal abuse, physical abuse, emotional abuse, online bullying.

More detailed information about bullying is available from the NSPCC:



learning.nspcc.org.uk/child-abuse-and-neglect/bullying

LEGAL FRAMEWORK

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

- Bullying – learning.nspcc.org.uk/child-abuse-and-neglect/bullying
- Online abuse – learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse
- Child protection – learning.nspcc.org.uk/child-protection-system

SUPPORTING DOCUMENTS

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents. These can be found by visiting

<https://www.londonyouthgames.org/about-the-london-youth-games/governance-and-finance/>

WE BELIEVE THAT:

- children and young people should never experience abuse of any kind.
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practice in a way that protects them.

WE RECOGNISE THAT:

- bullying causes real distress. It can affect a person's health and development and can cause significant harm.
- all children, regardless of age, ability or disability, gender identity, race, religion or belief, sexual orientation, socio-economic background, 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.

WE WILL SEEK TO KEEP CHILDREN AND YOUNG PEOPLE SAFE BY:



- having a code of conduct 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.
- holding regular discussions with staff, volunteers, partners, children, young people and families who use our organisation about bullying and how to prevent it. These discussions will focus on:
 - everyone has a responsibility to look after one another and uphold the code-of-conduct
 - practicing skills such as listening to one another
 - respecting the fact that we are all different
 - making sure that no one is without friends
 - dealing with problems in a positive way
 - checking that our anti-bullying measures are working well
- making sure that staff, volunteers, partners, children, young people and families who are involved with London Youth Games have clear information about our anti-bullying policy, complaints procedure, code-of-conduct and anti-bullying procedures.
- providing training and support for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic, sexual and online bullying.
- putting clear and robust anti-bullying procedures in place.
- making sure our response to incidents of bullying takes into account:
 - the needs of the person being bullied.
 - the needs of the person displaying bullying behaviour. To look beyond their behaviour and recognise the need and responsibility as an organisation to safeguard them, making sure there isn't an underlying safeguarding issue that is masked by their behaviour.
 - needs of any bystanders.
 - London Youth Games as a whole.
- Reviewing the plan developed to address any incidents of bullying at regular intervals, to ensure that the problem has been resolved in the long term.
- Create a safe and trusting culture within London Youth Games Foundation.

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference.



- increasing diversity within our staff, volunteers, children and young people.
- welcoming new members to our organisation.

More information about responding effectively to bullying is available:

- protecting children from bullying and cyberbullying -
learning.nspcc.org.uk/child-abuse-and-neglect/bullying
- recognising and responding to abuse –
learning.nspcc.org.uk/child-abuse-and-neglect/recognising-and-responding-to-abuse

CONTACT DETAILS

Designated Safeguarding Officer

Name: Katie Berry

Phone/ email: 07768558082 katie@londonyouthgames.org

Trustee lead for safeguarding and child protection

Name: Hilary Moore

Email: hilary.moore@conel.ac.uk

NSPCC Helpline

Telephone: 0808 800 5000

Online: <https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/report/>

We are committed to reviewing our policy and good practice annually.

Last review: Nov 2023

Review due: Nov 2024