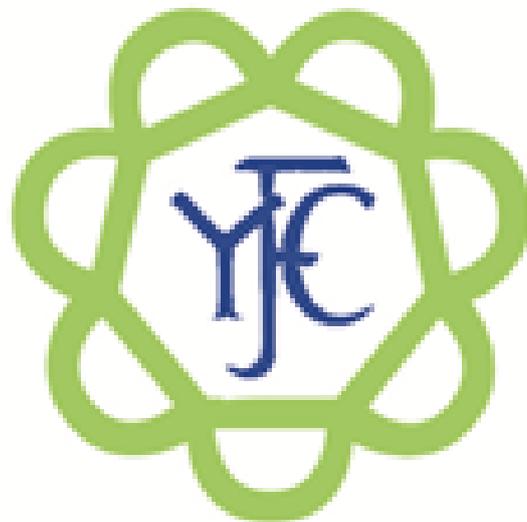


# **Yorkshire Federation of Young Farmers' Clubs**

## **Anti-Bullying Policy & Guidelines**



Approved by the Executive Committee  
28<sup>th</sup> January 2021

Regional Agricultural Centre, Great Yorkshire Showground, Railway Road,  
Harrogate, HG2 8NZ Tel: 01423 546170, Email: [office@yfyfc.org.uk](mailto:office@yfyfc.org.uk)

## Statement of intent

The Yorkshire Federation of Young Farmers' Clubs is committed to providing a caring, friendly and safe environment for all our members and stakeholders. **Bullying of any kind is unacceptable throughout the Federation.** If bullying does occur, all members should be able to inform officers of incidents knowing that this will be dealt with promptly and effectively.

## Objectives of this Policy

- To prevent and tackle all forms of bullying.
- All members, elected officials, club leaders, staff, and parents should have an understanding of what bullying is.
- All members, elected officials, club leaders, staff, and parents should be aware of the YFYFC policy on bullying and be able to follow it when bullying arises and is reported.
- As a Federation, we take bullying seriously. Members and parents should be assured that they will be supported when bullying is reported.

## Links to Legislation

The Equality Act 2010

The Children's Act 1989

Protection from Harassment Act 1997

Malicious Communications Act 1988

Public Order Act 1986

## Bullying

Bullying is the use of aggression with the intention of hurting another person, by another person or group, resulting in pain and distress to the victim. It may happen face to face or through cyberspace.

Bullying can take many forms including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender based bullying, including transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

It is not the same thing as a disagreement between two people. It is systematic and ongoing rather than one-off, done by a person who perceives themselves as more powerful than the person they bully, and always one way rather than an exchange. Bullying is distressing and hurtful to the victim in ways different to the gentle banter between friends.

Cyber bullying refers to bullying behaviour online or through phone, text, instant messenger, gaming websites, social media sites and apps, sending inappropriate images (include cartoon images) photographs and videos. The most common forms of cyber bullying includes sending or posting abusive comments about another person or group, blackmailing people to send personal details or images, uploading and sharing hurtful images or videos, deliberately excluding others from online social groups, impersonating others online with the intent to cause hurt or embarrassment, targeting vulnerable individuals and groups with abusive comments and abusing others through gaming sites.

### **Who can be bullied?**

Anyone can be bullied by anyone else.

### **Why is it important to respond to bullying?**

Bullying hurts, it is shameful, humiliating and frightening, and members may feel powerless to stop it. Everybody has the right to be treated with respect, no-one deserves to be the victim of bullying. The Federation has a responsibility to respond promptly and effectively to issues of bullying.

### **Signs and Symptoms of bullying**

A member may indicate by signs or behaviour that he or she is being bullied. Senior Members and Club Leaders should be aware of these possible signs and that they should investigate if a member:

- Specifically requests to be accompanied to or from the club or YFC activity (however this might be a natural request from younger members)
- Doesn't want to go to the club when a particular person or group of people are present
- Changes their usual routine
- Becomes withdrawn, anxious, or lacking in confidence
- Feels ill at club meetings
- Has possessions go "missing"
- Has monies continually "lost"
- Seems to frequently receive distressing mobile phone or social media messages
- Has unexplained cuts and bruises
- Becomes aggressive, disruptive, unreasonable or runs away
- Is bullying other children or siblings
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **NFYFC code of conduct**

YFC members should:

- Act within the law
- Treat people equally and fairly, regardless of age, gender, sexual orientation, religion or disability
- Be non-judgemental and have respect for others
- Look after one another and not use any form of peer pressure or bullying
- Refrain from offending others with foul language, anti-social behaviour or discriminatory behaviour
- Not allow any form of discrimination to be condoned or go unchallenged
- Respect the opinions of others and each other's personal space
- Co-operate with others and have a willingness to fulfil responsibility
- Respect property and other peoples' possessions
- Not bring the reputation of YFC into question or disrepute

## **Remember**

- To promote an ethos, which ensures respect for the individual including their mental health and wellbeing
- To develop a culture where victims can freely ask for help without stigma
- To help club officials recognise that swift action can prevent more serious situations arising later
- To promote the understanding that vigilance by club officials is an important defence against bullying
- To encourage clubs to take effective action and sanctions against bullies

## **Responding to bullying and YFYFC procedures**

All club chairman/club leaders should respond to bullying in the first instance by:

- Listening to the victim
- Reassuring the victim
- Continuing to offer help, advice and support to the victim
- Document their action including dates and times

In responding to incidents of bullying, all club officers must take action when bullying is reported in the following ways:

1. **Immediate action** must be taken to stop the bullying behaviour or threats of bullying. In taking action, care should be taken in order not to make the situation worse. Officials must also exercise care and not jump to conclusions. It is not inconceivable that the person doing the reporting is involved in the bullying and that the accusations are being made with malicious intent, also jumping in too soon without thinking it through may increase the bullying.
2. The YFC Club will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate. The club officials will interview all parties involved.
3. Consider what action should be taken remembering that the matter must be dealt with in confidence.
4. Encourage others to speak up to establish the trust and fairness if appropriate.

5. Making it clear to the bully that such behaviour is not acceptable.
6. Establishing whether the bullying is part of a pattern.
7. Encouraging the bully to see the victim's point of view.
8. Explaining why a sanction (if any) is given.
9. If the incident involves member(s) under 18 years of age, then the parents must be informed at all times.
  
10. Contact the County Designated Safeguarding Officer, via County Office, inform them of the situation and ask for advice and support, at your earliest convenience.
11. In cases of serious bullying, the incidents will be recorded.
12. If a criminal offence has occurred the police will be consulted. In the event of a sexual abuse allegation, the local safeguarding board will be contacted by the County Designated Safeguarding Officer.
13. Bullying behaviour or threats of bullying must be investigated and stopped immediately.

## **Outcomes**

### **Members who have been bullied will be supported by:**

- Reassuring the member and the club officials providing continuous support during meetings or activities.
- Working towards restoring self-esteem and confidence, the member should be encouraged to participate in events, activities, competitions and socials.
- In a serious incident, the member maybe referred to the local Early Help team, Social Care or Children and Young Peoples Mental Health Service.

### **Members who have perpetrated the bullying will be expected to:**

- Redress any damage caused by the bully as soon as possible and the bully must take responsibility for their actions. (ie the bully(s) should be asked to genuinely apologise in a safe controlled environment).
- In serious cases, the bully may be banned following the YFYFC Arbitration Process.
- In a serious incident, the member maybe referred to the local Early Help team, Social Care or Children and Young Peoples Mental Health Service

### **Monitoring and review: putting policy into practice**

- The Federation will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- The County Chairman and Designated Safeguarding Officer will be informed of bullying concerns and outcomes, as appropriate.

## **Further Information**

Anti-Bullying Alliance	<a href="http://www.antibullying-alliance.org">www.antibullying-alliance.org</a>	
National Bullying Helpline	<a href="http://www.nationalbullyinghelpline.co.uk">www.nationalbullyinghelpline.co.uk</a>	
Kidscape	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>	
Childline	<a href="http://www.childline.org.uk">www.childline.org.uk</a>	0800 1111
Young Minds	<a href="http://www.youngminds.org.uk">www.youngminds.org.uk</a>	
Young Carers	<a href="http://www.youngcarers.net">www.youngcarers.net</a>	
Mencap	<a href="http://www.mencap.org.uk">www.mencap.org.uk</a>	
Think U Know	<a href="http://www.thinkuknow.co.uk">www.thinkuknow.co.uk</a>	
Stop Hate	<a href="http://www.stophateuk.org">www.stophateuk.org</a>	
Stonewall	<a href="http://www.stonewall.org.uk">www.stonewall.org.uk</a>	

## Guidelines for Dealing with Victims

Remember to record all follow-up actions, following the guidelines laid down earlier.

### Immediate Response

- a Avoid high-pressured questioning of the victim as this may lead to further loss of self confidence.
- b Make sure the person who is bullied is supported and kept safe.
- c Try to find out information by observation, discussion with peers and with parents of the victim.
- d Reassure the victim that there is to be a determined effort to stop the bullying.
- e Depending on the circumstances, supervision of members may need to be tightened or reviewed.

### Possible Strategies

- a Encourage the member to join in some supervised club activities, which are centred on developing a skill.
- b Enlist the help of friends, perhaps involving them in some confidence building exercises.
- c If the member is forgetful, untidy, clumsy; do comments made during Club activities in front of other members make the situation worse? If this is the case, the situation must be dealt with.
- d Enlist the help of other club officials to help restore self-confidence e.g. engineer other group situations where the member can identify a sense of achievement and a sense of belonging.
- e Older members can help. They can 'get alongside' mentor/support the person who is being bullied.
- f Help the member to develop self-protective strategies such as:
  - stay with the group; to be alone is to be vulnerable
  - stay calm, walk quietly and confidently away from the situation; dramatic reactions only encourage and entertain the bully
  - try to arrive earlier, later or choose a different route
  - consider if any of your actions are provoking the bullying; ask for help or advice if this is the case
  - always tell somebody, preferably a club officer
- g As the effects of bullying are unlikely to be restricted to YFC activities, in most cases it may be necessary to widen the scope of discussion and advice in order to help restore confidence.

- h Inform parents as appropriate; If the incident involves members under 18 years of age then parents should be informed of the situation to offer additional support in addressing the situation.
- i If a member is harmed or at risk of harm, external authorities may be involved, such as the Early Help team, Social Care, Education Welfare Officer (in some local authorities) or Police.
- j The YFC club should liaise with the County Chairman or Designated Safeguarding Officer at County Office to ensure any new trends of bullying are identified early and best practice is shared.

## **Response**

The immediate response must be to attempt to stop the bullying, to ensure the physical, social and psychological wellbeing of those bullying and those observing the behaviour. If the bully is not genuinely committed to change, the most appropriate response is:

- a Make it clear that the behavior is unacceptable to everyone.
- b Outline steps to be taken, contact parents as appropriate.
- c Try to support the bully in changing his/her behaviour. Provide an opportunity for the bully to talk freely about the behavior in the context of change.

Approved at the Executive Meeting on 28<sup>th</sup> January 2021

Signed: .....

Georgina Fort  
Chairman of Executive Committee

Dated: .....

Review date: January 2024