



ANTI-BULLYING

Pioneer Intervention refers to the Pioneer Cadet Awards and any other activity organised and delivered by our organisation.

Pioneer Intervention's anti-bullying policy sets out how we feel about bullying behaviour in our organisation, what we'll do to tackle it and support those who experience or display bullying behaviour.

Note: The term 'child' describes any person under 18. References to 'parents' should be read as parents and carers inclusively.

All forms of bullying behaviour will be acted upon. Everybody in our organisation is responsible for working together to stop bullying behaviour. This includes parents and volunteers.

BULLYING BEHAVIOUR CAN INCLUDE:

- Physically pushing, kicking, hitting, pinching, etc.
- Name-calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
- Posting derogatory or abusive comments, videos or images on social media
- Racist behaviour -including racially aggravated remarks, name-calling, racial exclusion
- Homophobic and trans-phobic comments
- Sexist slurs
- Offensive comments, taunts or gestures
- Sexual comments, suggestions or behaviour
- Unwanted physical contact

PIONEER INTERVENTION WILL:

- Recognise its duty of care and responsibility to safeguard all children from harm.
- Promote and implement this policy and our safeguarding policy and procedures.
- Ensure that any form of bullying behaviour is not tolerated or condoned.
- Require all members of the club or organisation to adhere to this policy

STAFF AND VOLUNTEERS OF PIONEER INTERVENTION LTD WILL:

- Encourage individuals to speak out about bullying behaviour.
- Respect every child's need for a safe and secure environment.
- Respect the feelings and views of others.
- Recognise that everyone is important and equal and that our differences make us unique and worthy of being valued.
- Ensure safety by having rules and practices for dealing with bullying.
- Report incidents of bullying behaviour.



SUPPORTING CHILDREN:

- We'll let children know who will listen to and support them.
- We'll create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour.
- Potential barriers to talking (including those associated with a child's disability or impairment) will be addressed to enable children to speak out.
- We'll make sure children are aware of helpline numbers if we need to do so.
- Anyone who reports an incident of bullying will be listened to carefully, and reports will be taken seriously.
- Any reported bullying will be investigated and will involve listening carefully to all those involved.
- Children experiencing bullying will be supported and helped to uphold their right to a safe environment.
- Those who display bullying will be supported and encouraged to develop better behaviour and relationships.
- We'll make sure that sanctions are proportionate and fair

SUPPORT FOR PARENTS:

- Any experience of bullying behaviour will be discussed with the child's parents
- Parents will be consulted on action to be taken (for both victim and child displaying the behaviour), and we'll agree on these actions together.
- Information and advice on coping with bullying will be made available.
- Parents will be offered support, including information from other agencies or support lines if applicable.

NSPCC – Helpline – 0808 800 5000

www.nspcc.org.uk

Childline - 0808 1111

www.childline.org.uk

Kidscape

www.kidscape.org.uk

Anti-Bullying Alliance

www.antibullyingalliance.co.uk

Signed Laurence Davis – Director Pioneer Intervention Ltd. – 24.07.2023