



# ANTI-BULLYING POLICY

## Young Irish Film Makers

### Definition of Bullying:

Bullying is defined as unwanted negative behaviour, verbal, psychological or physical conducted by an individual or group against another person (or persons) and which is repeated over time.

Examples of bullying include:

- Teasing
- Taunting
- Threatening
- Hitting
- Extortion
- Exclusion

There are many different types of bullying that can occur.....

**Verbal bullying** is saying or writing mean things. Verbal bullying includes:

- Teasing
- Name-calling
- Inappropriate sexual comments
- Taunting
- Threatening to cause harm

**Social bullying**, sometimes referred to as relational bullying, this involves hurting someone's reputation or relationships. Social bullying includes:

- Leaving someone out on purpose
- Telling other children not to be friends with someone
- Spreading rumors
- Embarrassing someone in public

**Physical bullying** involves hurting a person's body or possessions & includes:

- Hitting/kicking/pinching
- Spitting
- Tripping/pushing
- Taking/breaking things
- Mean or rude hand gestures

**Cyberbullying** takes place over digital devices. Cyberbullying occurs through SMS, Text, & apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying include:

- Sending, posting, or sharing negative, harmful, false, or mean content about someone
- Sharing personal or private information about someone
- Causing embarrassment or humiliation

## **Policy Statement**

All staff and volunteers who work for Young Irish Film Makers are committed to creating an environment that is safe and supportive to all children and young people. We believe that all children and young people with whom we work have the right to be protected from bullying and abusive behaviour. Bullying in any form is unacceptable in Young Irish Film Makers.

## **Aim of Policy**

The aim of this policy is to ensure that all children and young people are protected from bullying behaviour. It is hoped that the policy will reduce the number of children and young people who experience bullying. The policy aims to ensure that incidents of bullying will be dealt with consistently and in a fair manner by setting out the procedures for dealing with such instances.

## **Objectives of Policy**

1. To raise awareness of bullying as a form of unacceptable behaviour with staff / volunteers, children and young people and parents / guardians.
2. To develop an ethos which encourages children and young people to report incidents of bullying.
3. To develop systems for recording and reporting incidents of bullying behaviour.
4. To involve children and young people in promoting Young Irish Film Makers anti bullying policy, through workshop projects and film making etc.
5. To develop clear procedures for investigating and dealing with incidents of bullying behaviour.
6. To access support services for those affected by bullying and for those involved in bullying behaviour.
7. To ensure comprehensive supervision and monitoring measures are employed for all activities with young people and children.

## Procedures For Dealing With Bullying

- In any incident of bullying, a staff member should speak separately to the children or young people involved to get both sides with due regard to the rights of each person involved.
- Incidents of bullying may be brought to light by the person being bullied, but also by other concerned students or by staff who have witnessed it. When a report has been made, the most senior member of staff will follow the procedures laid out in this policy.
- All reports of bullying will be recorded, investigated and dealt with by an appropriate staff member.
- The staff member will interview all involved in a calm manner and will seek answers to what, where, when, who and why.
- The child or young person should be praised for their courage in coming forward to report the bullying incident and or behaviour.
- Reassure the child or young person that being bullied is the responsibility of bullies and they are not to blame themselves.
- Staff members will at all times be sensitive to the needs of the young person, who may not wish it be made known that they reported an incident of bullying. Such incidents will be dealt with in group work and/or key working sessions.
- Reassure the child or young person of the support of staff in Young Irish Film Makers in ensuring that the bullying doesn't happen again.
- If the staff member dealing with the complaint concludes that bullying has taken place, then the perpetrator will be met with to discuss the bullying behaviour. They will be informed of the disciplinary action that will be taken as a result of this bullying behaviour.
- The child or young person will be asked not to engage in any further bullying behaviour. Examples may include slugging, name calling, teasing, gestures etc. Staff would then closely monitor the behaviour of the child or young person.
- Parents will be informed of the incident of bullying and of the outcome of the investigation.
- For continuous or serious incidents of bullying, YIFM reserves the right to suspend or exclude the perpetrator from training / activities, depending on the nature of the incident(s). Examples may include assaults or threats of physical assaults, exclusion, racist remarks, homophobic comments etc. and may require referral to H.S.E. All serious incidents of bullying should be discussed with the Designated Liaison Person (DLP).
- The examples given above are not exhaustive and as such the Anti bullying policy, along with the other sections of this document, is under constant review. Anti-bullying posters are displayed throughout various sections of the organisation and the topic is built into a number of personal and social development programmes run with young people.

Signed:



Garry McHugh (Director)

Date: 6/09/2019

**For further information on this Statement, contact:** *Garry McHugh (Designated Liaison Person DLP) or Veronica Dalton (Deputy DLP) Young Irish Film Makers, St. Josephs Studios, Waterford Road, Kilkenny T: 05677 64677 E: [info@yifm.com](mailto:info@yifm.com)*



## **YIFM has a zero tolerance policy on Bullying.**

If staff determine that a member has bullied another member:

1. The perpetrator will be spoken to about their behaviour, will be asked to stop such behaviour. Also, parents may be contacted, the member may be asked to apologise, and depending on circumstances may be suspended or excluded.
2. If it is determined that the behaviour has continued, YIFM will notify parents and that member will be suspended or excluded.