

Anti-Bullying Policy

Statement of Intent

This is the Anti-Bullying Policy Statement of the:

Northern Ireland Raspberry Jam (Registered Charity no. NIC107983)

The Northern Ireland Raspberry Jam Trustee Board has overall responsibility for fostering a safe, inclusive, and welcoming environment for all participants. It is committed to ensuring that bullying of any kind has no place in the organisation and that all volunteers, members, and visitors feel respected and valued.

The Northern Ireland Raspberry Jam Trustee Board recognises that it is the duty of its Board members and volunteers to uphold this policy and take proactive steps to prevent and address bullying in all its forms. It will provide the necessary guidance and resources to ensure a positive and supportive experience for everyone involved.

Bullying, whether verbal, physical, social, or online will not be tolerated. The Board is committed to taking all reports of bullying seriously and responding promptly and fairly in accordance with this policy.

This policy applies to all volunteers, members, and visitors involved in the Northern Ireland Raspberry Jam's activities.

Signature of Chair:



Name: James Dougan
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Date of Signature: 04/04/2025

Signature of DSO:



Name: Adam Cunningham
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Date of Signature: 04/04/2025

Commitment to a Safe Environment

At the Northern Ireland Raspberry Jam we do not tolerate bullying of any kind and work tirelessly to make sure our events are open and accessible to everyone. It is important that people who come to our events are welcomed into an open and safe environment so that they can learn and enjoy the event.

Definition of Bullying

We have adopted the National definition of Bullying as our understanding and is as follows:

“Bullying is face-to-face and/or online behaviour which impacts on a person’s sense of physical and emotional safety, their capacity to feel in control of their life and their ability to respond effectively to the situation they are in.”

“The behaviour does not need to be repeated, or intended to cause harm, for it to have an impact. Bullying behaviour can be physical, emotional or verbal and can cause people to feel hurt, threatened, frightened and left out.”

Rights of Children and Young People

Every child and young person who attends our events have a right to be free from fear, discrimination, intimidation, harassment and social exclusion. When a child or young person experiences bullying the following rights as enshrined in The United Nations Convention on the Rights of the Child are compromised. This includes specifically Article 2 (non-discrimination) and 29 (goals of education):

- Article 29: Education must develop every child’s personality, talents and abilities to the full. It must encourage the child’s respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.
- Article 2 (non-discrimination): The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

Legal and Equality Commitments

As an organisation exercising public functions, we have a due regard to eliminate unlawful discrimination. This is outlined in the Public Sector Equality Duty (PSED) in the Equality Act (2010) which safeguards the following nine characteristics against prejudice and discrimination.

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Roles and Responsibilities

At the Northern Ireland Raspberry Jam we have a list of expectations and responsibilities per training to anti bullying. These are for those who attend and volunteer at our events. We want to make all of our events positive spaces for everyone.

Children and Young People

- Be aware of the anti-bullying policy.
- Know that they can speak to an adult about their concerns, when it is safe to do so.

Parent/Carers

- Be aware of the anti-bullying policy.
- Encourage their child to report bullying incidents to the volunteers.
- Model respectful relationships with all the members of the community.

Volunteers

- Be aware of the anti-bullying policy and work to implement it and revise it when necessary.
- Model behaviour that is anti-discriminatory and anti-bullying.
- Follow the child protection policy
- Establish respectful and supportive relationships with children and young people, parents and each other.

Prevention Strategies

As an organisation we are always first and foremost trying to prevent bullying, in these ways:

- We strongly encourage parents to stay with their children and in fact those under the age of 12 must be accompanied by a parent. This means the parent is present and often this will deter bullying.
- Every workshop or talk is supervised and run by at least 2 volunteers. Throughout the workshop they will roam the room and give feedback and advice to children as they work, this also helps deter bullying.
- We make sure children are not left alone or vulnerable in between workshops and any child found alone or in groups outside of workshops are sent back to their parents or the workshops they are meant to be in

Responding to Incidents

When an incident occurs, we as volunteers must find out the answers to these questions to know how best to proceed:

- What was the behaviour?
- What impact did it have?
- What does the child or young person want to happen?
- What do I need to do about it?
- What attitudes, prejudice or other behaviours have influenced the behaviour?

Reporting and Communication

- During an incident it is also important for volunteers to remember that labelling children and young people as 'bullies' or 'victims' or 'perpetrators' can be unhelpful and disempowering for change. It is key instead to be clear that the behaviour is the problem, not the person.
- In our introduction talk at the beginning of each Jam we emphasise the importance of safety and anti bullying to remind everyone that it is not tolerated. During the speech we also remind children and young people to report bullying to a trusted adult or volunteer.
- Once an incident has been reported, it is important to protect the child by having them leave the room in which the bullying occurred. Next parents are informed and actions are taken to stop the bullying from happening again. We monitor these incidents to make sure that no patterns are emerging and if so we take action to prevent them.

Review

This policy will be reviewed annually or in response to any significant changes in the safeguarding legislation.

For further guidance, contact the Designated Safeguarding Officer (DSO).