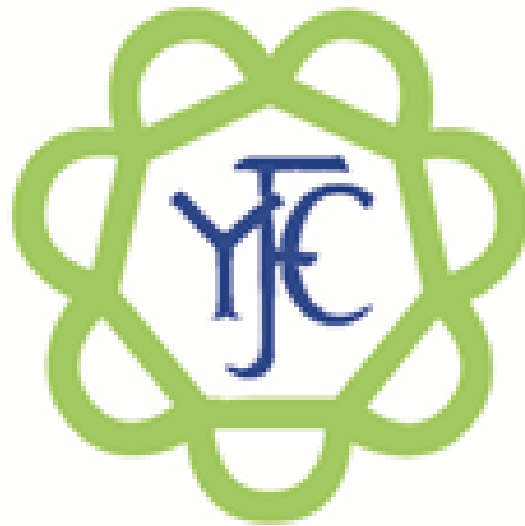


Yorkshire Federation of Young Farmers' Clubs

Anti-Bullying Policy & Guidelines



Approved by the Executive Committee
25th April 2024

Regional Agricultural Centre, Great Yorkshire Showground, Railway Road,
Harrogate, HG2 8NZ Tel: 01423 546170, Email: 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
- Running away or attempting or threatening suicide
- Gives improbable excuses for any of the above
- Stops attending Young Farmers' activities

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

NFYFC code of conduct – updated 01.09.2023

YFC Code of Conduct

This code of conduct sets out the behaviour expected by members, elected club officers, staff, volunteers and parents involved with Young Farmers' Clubs and should be considered in conjunction with other policies and guidance as prepared by the NFYFC or the County Federation

As a stakeholder of YFC, you should have fun safely and considerably by:

- **Acting within the law** at all times
- **Being non-judgemental and treating people equally and fairly** regardless of age, disability, gender (sex), gender reassignment, marriage and civil partnership status, pregnancy or maternity, sexual orientation, race, religion or belief, socio-economic status or political belief
- **Looking after one another** and creating a positive environment that does not use or permit any form of peer pressure, discrimination or bullying.
- **Being respectful** of:
 - Each other and the opinions of others
 - Property and other peoples' possessions
- **Avoiding offending** others by refraining from language, behaviour or apparel with slogans that may reasonably be considered as offensive, insulting, discriminatory or abusive or otherwise inappropriate.
- **Conducting themselves** in a way that does not bring the reputation of YFC into question or disrepute.
- **Complying** with all Club, County and National Federation policies.
- **Reporting any concerns** about safeguarding, poor practice and/or conduct to an appropriate person.

YFC Parents/Guardians/Supporters

Parent/carer or other supporter of a YFC member should, in addition to the above:

- **Comply** with any reasonable requests to ensure the safety of your child
- **Provide up-to-date parental consents** as required
- **Ensure** appropriate arrangements are in place for the safe drop-off and collection of your child at YFC meetings, activities and events

Positions of Trust or Responsibility*

All staff and YFC members elected into office are in a position of trust/responsibility within the organisation, requiring that you behave in a way that would not put members or colleagues in danger of harm (including

- **Actively support** the objects and mission of YFC.
- **Participate in training** to carry out their responsibilities effectively.
- **Carry out the duties** and responsibilities of their elected role in good faith and with integrity, seeking help and assistance when required.
- **Be prepared to be held accountable** for their decisions.



Day to Day Running of a YFC

YFC Code of Conduct

emotional harm) or jeopardise the reputation of YFC. In YFC this applies to Club Officers, Leaders, Advisors, Trainers, and all other volunteers, including Presidents/Vices, Committee/Board members, etc.

In addition to the above, those in positions of trust or responsibility should:

- **Be transparent** and open about YFC business, maintaining confidentiality when required.
- **Declare any conflicts of interest.**
- **Uphold** the democratic principles of YFC.
- **Not knowingly misrepresent** the views of YFC.
- **Be familiar and compliant** with Charity Commission legislation, NFYFC policies and procedures, and any other relevant club and county policies.
- **Support and work collaboratively** with fellow club and county officers, county staff and NFYFC staff and officers.

This Code incorporates the Nolan principles** of standards in public life. It aims to ensure that all observe the highest standards of propriety and act in the best interests of the YFC community and the NFYFC at all times.



Day to Day Running of a YFC

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. (i.e., 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	https://anti-bullyingalliance.org.uk/	
National Bullying Helpline	www.nationalbullyinghelpline.co.uk	
Kidscape	www.kidscape.org.uk	
Childline	www.childline.org.uk	0800 1111
Young Minds	www.youngminds.org.uk	
Young Carers Alliance	www.carers.org	
Mencap	www.mencap.org.uk	
Papyrus UK Suicide Prevention	www.papyrus-uk.org/	
Think U Know	www.thinkuknow.co.uk	
Beyond Bullying	www.beyondbullying.com	
Stop Hate UK	www.stophateuk.org	
Stonewall	www.stonewall.org.uk	

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 current 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.

Club and County Prevention

Learn from incidents which have taken place in the County.

Ensure Club and District Officers participate in the e-safeguarding training.

Encourage clubs to participate in the Beat Bullying Curve Training Module.

YFYFC will endeavour to participate in the anti-bullying annual campaign online.

Approved at the Executive Meeting on 25th April 2024

Signed:

Kirsty Chapple
Chairman of Executive Committee

Dated:

Review date: April 2027