

# Action in Cases of Bullying



## To help the victim:

- Encourage all young people to talk about any concerns
- Take all signs of abuse seriously
- Report any allegations as soon as possible and take action to ensure that the victim is safe
- Reassure the young person concerned that you can be trusted and that you will help them, although you cannot promise not to tell anyone else, but the person speaking to the child should inform them of the people who will need to be told.
- Keep records of all conversations and actions

## Further action:

- Observe – physical injury and/or emotional state
- Discuss – Talk it over with Child Protection Officer (CPO)
- Record – make a diary note, dates, times, locations and contexts in which the incident occurred or suspicion was aroused, together with any other relevant information.
- Action – If necessary CPO should contact Social Care Services
- Inform DC / Centre Proprietor and Area Rep, that there has been an incident

If the Branch DC, Centre Proprietor or Area Representative is unsure whether reasonable grounds for concern exist or not, they should informally consult with the local Social Services Department or the NSPCC 24 hour free phone helpline on 0808 800 5000.

**Please see notes below on Bullying and Harassment by the NSPCC.**

## Bullying and Harassment - NSPCC

Bullying is deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can be verbal, written or physical and can include actions such as:

- Physical assaults
- Name-calling, sarcasm and racist taunts
- Threats and gestures
- Unwanted physical contact
- Graffiti
- Stealing or hiding personal items
- Being ostracised or ignored.

Bullying can also occur via the internet, by phone or through text messaging.

Although anyone can be the target of bullying, victims are typically shy, sensitive or insecure. Sometimes they are singled out for physical reasons (e.g. being overweight or smaller than everyone else, have a disability, or belonging to a different race, faith or culture).

The effects of bullying may be invisible, but can leave lasting emotional scars. The bully is not always obvious to others and the victim often keeps quiet.

Harassment is closely associated with aspects of bullying and occurs when an individual feels that they are subject to behaviour from others that is unacceptable to them. Such behaviour could include simple name-calling or an action that is designed to annoy, upset or worry another child. In some cases, it may develop into an identifiable pattern of bullying; in other more subtle cases, it may take the form of random acts again designed to upset others.