



MOUNTAIN EXTREME Anti-Bullying Policy

It is the responsibility of all adults and children to treat one another with dignity, respect, sensitivity and fairness.

Bullying can take many forms and is usually repeated over a period of time. The three main types of bullying are: physical, verbal and emotional, all these forms of bullying include:

- Deliberate hostility and aggression towards the victim.
- A victim who is weaker than the bully.
- An outcome that is painful and distressing to the victim.

Bullying behaviour may include:

- Other forms of violence.
- Tormenting, ridiculing, humiliation.
- Racial abuse.
- Unwanted physical contact or abusive or offensive comments of a physical nature.
- Inappropriate comments on social media sites.

In a climbing context emotional bullying is most likely to be found rather than physical violence. This is often difficult to define or prove, it is important that all those involved in Mountain Extreme activities subscribe to and accept this policy. **All involved should be prepared to:**

- Take all signs of bullying very seriously.
- Encourage all children to speak and share their concerns. (It is believed that up to 12 children per year commit suicide as a result of bullying, so if anyone talks about or threatens suicide, seek professional help immediately). Help the victim to speak out and tell the person in charge or someone in authority. Create an open environment.
- Investigate all allegations and take action to ensure the victim is safe. Speak with the victim and the bully(ies) separately.
- Reassure the victim that you can be trusted and will help them, but do not promise that you will not tell anyone else.
- Keep records of what is said (e.g. what happened, by whom, when).
- Report any concerns to the appropriate person in charge and ensure that the Mountain Extreme Officer responsible for Youth is informed.



Possible actions toward the bullies:

- Talk with the bully(ies), explain the situation, and try to get the bully(ies) to understand the consequences of their behaviour. Seek an apology to the victim(s).
- Inform the parents of the bully(ies).
- Insist on the return of any borrowed items and seek to establish how the victim is to be compensated for any damage caused.
- Provide support for the coach of the victim.
- Impose sanctions as necessary.
- All sanctions must be non-violent and must not involve humiliating children or young people.
- Encourage and support the bully(ies) to change behaviour.
- Hold meetings with the families to report on progress.