



## **Make It Happen Club SCIO Anti Bullying Policy**

Last Updated: 16th Jan 2024

### Introduction

Make It Happen Club SCIO is committed to fostering a safe and inclusive environment for all individuals participating in its programs and activities. This Anti-Bullying Policy is designed to prevent and address bullying behaviours, ensuring that everyone involved with Make It Happen Club SCIO feels respected and supported.

### Definition of Bullying

Bullying is defined as any deliberate, hurtful, and repeated behaviour, whether verbal, physical, or online, that intentionally targets an individual or group and causes distress. Make It Happen Club SCIO recognizes the importance of creating an environment where bullying is not tolerated.

### Prevention Strategies

#### 1. Open Communication:

- Encourage open communication between staff, volunteers, participants, and parents regarding bullying concerns.
- Any incidents should be reported to Make It Happen Club SCIO management and all reports will be treated confidentiality.

#### 2. Inclusive Culture:

- Promote an inclusive and welcoming environment that celebrates diversity and discourages discrimination.
- Emphasise the importance of mutual respect and understanding.

### Reporting and Responding to Bullying Incidents

#### 1. Reporting Procedure:



- Anyone who witnesses or experiences bullying is encouraged to report the incident promptly to a trusted staff member, volunteer, or through the designated reporting channels.

#### 2. Confidentiality:

- Make It Happen Club SCIO will handle all reports with the utmost confidentiality, respecting the privacy of all parties involved.

#### 3. Investigation and Action:

- Make It Happen Club SCIO will promptly and impartially investigate all reported incidents of bullying.  
- Appropriate actions will be taken, ranging from counselling and education to disciplinary measures, depending on the severity and repetition of the behaviour.

#### 4. Support for Targets:

- Make It Happen Club SCIO will provide support for individuals who have experienced bullying

#### Consequences for Bullying

Consequences for engaging in bullying behaviours may include verbal warnings, written warnings, suspension from Make It Happen Club SCIO activities, or, in severe cases, termination of association with Make It Happen Club SCIO. Make It Happen Club SCIO is committed to taking appropriate action to address bullying and prevent its recurrence.

#### Review and Updates

This Anti-Bullying Policy will be reviewed annually and updated as needed. Make It Happen Club SCIO encourages ongoing communication and feedback from participants, staff, and volunteers to ensure the effectiveness of the policy.

By implementing this Anti-Bullying Policy, Make It Happen Club SCIO aims to create a safe and nurturing environment that promotes the well-being and positive development of all individuals involved with the organisation.