

## ODG Anti-Bullying Policy

The ODG is committed to providing a caring, friendly and safe environment for all ringers so that they can participate in a relaxed and secure atmosphere. We will not tolerate bullying within our towers or wider organisation.

### Objectives of this Policy

- Ringers of all ages have an understanding of what bullying is.
- All members know what the Guild policy is and follow it if bullying is noticed or reported.
- Tower and group leaders are supportive if bullying is reported.
- Bullying is not be tolerated.

### What is bullying?

Bullying is the use of aggression with the intention of harming another person. It can be:

- **Emotional** being unfriendly, excluding, sending harmful messages, tormenting.
- **Physical** pushing, kicking, hitting, pinching or any use of violence.
- **Sexual** unwanted physical contact or sexually abusive comments.
- **Discrimination** racial taunts, graffiti, gestures, homophobic, transphobic or sexist comments, jokes about disabled people
- **Verbal** name calling, sarcasm, spreading rumours, teasing

### Responding to Bullying

Tower Captains, Ringing Masters and Group Leaders have a responsibility to respond promptly to issues of bullying. Those experiencing bullying should report it to the person in charge of the practice/activity, a parent or other trusted person. Any ringer noticing bullying should report this to a tower, group or parish leader.

### Cyberbullying

This is when a person uses technology e.g. mobile phones or the internet, to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when it takes place online and bystanders can easily become bullies themselves by forwarding the information.

This Guild commits to ensuring that its websites are used effectively and that online meetings are conducted according to CCCBR guidance. Best practice guidance for running an online session is available on the CCCBR website.

<https://cccbr.org.uk/wp-content/uploads/2021/04/Safeguarding-Best-Practice-Guidance-1.pdf>

June Wells, Guild SO, November 2023