



Anti-bullying policy statement

April 2021

The purpose and scope of this policy statement

Marlow Chamber of Trade & Commerce works with both adults and young people as part of its activities. These include our Young Entrepreneurs Initiative.

The purpose of this policy statement is:

- to prevent bullying from happening between people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all members, volunteers, adults, young people and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of Marlow Chamber of Trade & Commerce, including the President, Secretary, Executive Committee Members, members, visitors and young people.

What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

More detailed information about bullying is available from NSPCC Learning:
learning.nspcc.org.uk/child-abuse-and-neglect/bullying

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.



We recognise that:

- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with members, young people and families who use our organisation about bullying and how to prevent it. These discussions will focus on:
 - - group members' responsibilities to look after one another and uphold the behaviour code
 - - practising skills such as listening to each other
 - - respecting the fact that we are all different
 - - making sure that no one is without friends
 - - dealing with problems in a positive way
 - - checking that our anti-bullying measures are working well
- providing support for all members and visitors on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- putting clear and robust anti-bullying procedures in place
- making sure our response to incidents of bullying takes into account:
 - the needs of the person being bullied
 - the needs of the person displaying bullying behaviour - needs of any bystanders
 - our organisation as a whole.
- reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our members, visitors and young people
- welcoming new members to our organisation.



Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures, details of which can be found at <https://www.marlowchamber.com/policies-procedures>

Contact details

Nominated anti-bullying lead

Jo Braybrooke, Chamber Secretary

Senior lead for safeguarding and child protection

Aimee Smith, Chamber Executive Committee (Child Protection)

NSPCC Helpline

0808 800 5000

This policy was last checked and approved in April 2021 and is subject to review on an at least annual basis. Next review date: April 2022.