



ANTI-BULLYING POLICY

Everyone who visits or works at Future Roots is entitled to feel safe in their surroundings and has the right to develop skills, qualities and knowledge from their experiences. We balance this with our ethos of inclusion and believe that everyone deserves opportunity to make positive change.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all. We promote a culture that welcomes difference and diversity based on inclusion. Bullying of any kind is unacceptable and if bullying does occur then we encourage all to tell and be assured that incidents will be dealt with sensitively and effectively. Anyone who knows that bullying is happening is encouraged to report it. We encourage disclosure and discussion of incidents of bullying in a non-threatening environment.

What is Bullying?

Behaviour by an individual or groups, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding or tormenting
- Verbal: name-calling, sarcasm, rumour-spreading, teasing
- Physical: pushing, kicking, hitting, punching or any use of violence
- Sexual: unwanted physical contact, sexually abusive or suggestive comments
- Ageist: teasing, taunting, physical abuse due to age, physical and/or mental ability or disability
- Racist: racial taunts, graffiti, gestures or comments about culture or religion
- Cyber: email and internet chat room misuse, mobile threats by text message or calls, misuse of technology i.e. camera or video facilities
- Homophobic: focussing on issues of sexual orientation

Bullying can have long term and serious impact upon a person's life and wellbeing. Everyone has the right to be treated with respect and no one deserves to be the victim of bullying. We would aim to re-educate and encourage those that bully to use other strategies. If bullying continues we need to discuss if our provision is suitable for the young person.

Objectives

That all staff, volunteers and visitors should have an understanding of what bullying is.

All staff, volunteers and visitors should know Future Roots policy on bullying and what they should do if bullying occurs.

Future Roots will always take incidents of bullying seriously, and all staff, volunteers and visitors should be assured that they will be supported when bullying is reported.

We will always confront bullying.

A young person who uses bullying language or behaviour will understand what they need to do differently

Procedure

If a person is the victim of bullying or witnesses bullying then that person should report it either to a member of staff or to the Senior Manager on duty. The incident will be logged and investigated promptly. If considered necessary, after investigation, sanctions may be considered.

1. We may talk to individuals concerned separately or together if appropriate.
2. If the situation is difficult to resolve or has led to feeling unsafe, sessions times may be changed.
3. Parents of both children will be informed unless a specific reason, along with school or referrer.
4. If a person is deemed to continue bullying and intimidating people after being challenged about their behaviour they may be removed from the group or an alternative group found for them.

Monitoring, evaluation and review

All reported incidents will be recorded and investigated promptly

Incidents of bullying will be reviewed at staff meetings

All incidents of bullying will be monitored and a follow-up carried out

Our aim is to promote an environment where everyone is treated with empathy and respect. Where everyone understands when they are being bullied or bullying we will offer strategies to be able to deal with situations effectually.

Signed: 

Name: Julie Plumley

Date: 06/05/2017

This policy will be reviewed annually, or as and when there are any changes in the law, procedures or processes within the organisation.