



REGISTERED NUMBER CIC 11373253
All Welcome! All Supported! All Together!

Anti Bullying Policy

Title of Policy: Anti Bullying
Effective Date: October 2019
Review Date: October 2021
Policy Number: 2
Policy Authorised by: Nicola Williams

Introduction

Allsorts Support Services CIC will be referred to as the organisation throughout this policy.

We want all service users to have successful and fulfilling lives.

This policy document should be considered in conjunction with all other relevant duties, policies and guidance.

Some forms of bullying are illegal and will be reported to the Police. These include:

- Violence and assault
- Theft
- Repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails and text messages
- Hate crimes

The Organisation will:

- Recognise its duty of care and responsibility to safeguard all staff and service users from harm
- Promote and implement this anti-bullying policy
- Seek to ensure that bullying behaviour is not accepted or condoned including cyber bullying
- Require all members of staff and volunteers to be given information about and agree to this policy
- Take action to investigate and respond to any alleged incidents of bullying

Each member of staff or volunteer will:

- Respect every service users' need for, and rights to, safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognise that everyone is important and that our differences make each of us special and should be valued
- Show appreciation of others by acknowledging individual qualities, contributions and progress

- Be committed to early identification of bullying, and prompt and collective action to deal with it
- Report incidents of bullying they see – by doing nothing you are condoning bullying

Bullying:

- All forms of bullying will be addressed
- Everybody in the organisation has a responsibility to work together to stop bullying
- Bullying can include online as well as offline behaviour
- Bullying can include:
 - Physical pushing, kicking, hitting, pinching etc
 - Name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals
 - Posting of derogatory or abusive comments, videos or images on social network sites
 - Racial taunts, graffiti, gestures, sectarianism
 - Sexual comments, suggestions or behaviour

Supporting the individual:

- Service user's should know who will listen to and support them
- Systems should be established to open the door to those wishing to talk about bullying or any other issue that affects them
- Potential barriers to talking (including those associated with the service users disability or impairment) need to be identified and addressed at the outset to enable the individual to approach an appropriate adult for help
- Service users should have access to helpline numbers
- Anyone who reports an incident of bullying will be listened to carefully and be supported
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved
- Those who bully will be encouraged to stop bullying
- Sanctions for those bullying others will be implemented

Support for parents/carers/guardians:

- All should be aware of the organisations bullying policy
- Any incident of bullying will be discussed with the parent/carer/guardian
- They will be consulted on action to be taken (for both victim and bully) and agreements made as to what action should be taken
- Information and advice on coping with bullying will be made available
- Support should be offered to the parent/carer/guardian (s) including information on other agencies or support lines