



Anti-bullying Policy – Young People

Statement

We are committed to providing an environment in which our young people can be safe and thrive free from all types of bullying. We take this issue very seriously and have zero tolerance for all types of bullying. We actively encourage any issues to be reported and everyone is responsible for this.

What is bullying?

Bullying is defined as “Behaviour by an individual or group, usually repeated over time, that hurts another individual or group either physically or emotionally, whether intentionally or not.”

Types of bullying

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence – including play fighting
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focusing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumors, teasing
- **Cyber** All areas of the internet, such as email and internet chat room misuse; mobile phone threats by text messaging, sexting and calls; misuse of associated technology , i.e. camera and video facilities

Where does this apply?

This policy is in place for when you are on any type of group activity with Mentoring Plus, when you are on a residential trip, when you go on trips with Mentoring Plus, when with your mentor, in the office and on training. There is no area where this policy does not apply.

What is the disciplinary action?

Any and all breaches of this policy will be taken very seriously. If there is any bullying during a session the member of staff holds all rights to remove people from the session or even terminate

it. We have a three step process as outlined below. At each stage it will be clearly explained to those involved: a) the specific behaviours that are of concern, b) the potential impact of these actions, c) the next stage of action that will be taken by staff if these behaviours continue. If the severity of bullying is of sufficient concern, staff can move to stage 2 or 3 of the process immediately.

1. A verbal warning – no further record required
2. An official verbal warning – to be recorded on their file
3. Final warning and removal from the activity. This will be followed up with a written letter detailing concerns.
4. If required, or the process was undertaken for a second time with an individual, staff may follow up with a behaviour review meeting. For young people this will be a meeting with the young person, the relevant Practitioner, and their mentor (if appropriate). This will be to discuss the next steps (suspension or termination from the charity). For staff this process will follow the disciplinary route stated in your contract.

Review date: 30 March 2017

Next review due: 30 March 2018