



## Anti Bullying Policy

### Definition

We understand that “A person is bullied when he or she is exposed regularly and over time to deliberate, hurtful behaviour” (Source DfES) Bullying is a repeated behaviour which harms others who do not have the skill or resources to counter this behaviour.

### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our participants so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all participants should feel able to report it and know that incidents will be dealt with promptly and effectively. Bullying will not be tolerated.

### Aims

We aim to:

- Maintain an ethos which discourages bullying and unpleasant behaviour towards other participants, or anyone else
- Treat any reports of bullying seriously and then investigate carefully and thoroughly
- Deal with any incidents in a positive and sensitive way
- Work closely with all parties involved to help deal with issues
- Encourage participants to tell someone when they are being bullied
- Ensure all concerned know what they should do if bullying arises