

# **ANTI BULLYING POLICY PARTICIPANTS**



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## 1.0 INTRODUCTION

Foundation of Light is committed to providing a caring, friendly and safe establishment for all our participants so they can take part in activities in a positive and secure environment.

## 2.0 PURPOSE

Bullying (also known as 'peer-on-peer abuse') of any kind is unacceptable. If bullying does occur, all participants should be able to inform staff and be confident that incidents will be dealt with promptly, effectively and where necessary, confidentially.

## 3.0 SCOPE

This policy applies to all individuals connected to Foundation of Light or at any of our premises regardless of their status, grade, or length of service, referred to in this policy as "staff".

## 4.0 POLICY DETAILS

Definition:

Bullying (or peer-on-peer abuse) is offensive, intimidating, malicious or insulting behaviour involving the misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened.

Cyberbullying is any form of bullying that is carried out through the use of electronic media devices, such as computers, laptops, smartphones, tablets, or gaming consoles

The Foundation of Light aims to:

- Prevent the occurrence of bullying
- Create a positive and safe environment
- Develop individuals' self-esteem and respect for others
- Have a complete and consistent method for dealing with incidents of bullying

- Resolve bullying by means of reconciliation, support, or sanctions which is directly linked with any other relevant policies

And ensures that all members of the Foundation community:

- Share an understanding of what is defined as bullying
- Share a consistency of response
- Recognise the benefit of taking a stand against bullying
- Are aware of the Foundation's policy on bullying

## **5.0 RESPONSIBILITIES**

The Director of Finance and Support Services has overall responsible for this policy. This policy is approved and amended via the following approval route CEO/ESAC/Trustees.

## **6.0 EQUALITY, DIVERSITY AND INCLUSION STATEMENT**

All individuals will be treated equally and fairly in the application of this procedure. All reasonable requests to accommodate requirements in terms of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation will be made.

## **7.0 RELATED DOCUMENTS**

This policy should be read in conjunction with the following documents:

- Anti-Bullying Procedure - Participants
- Equality and Diversity Policy
- Grievance Policy and Procedure
- Safeguarding Adults at Risk Policy and Safeguarding Adults at Risk Procedure
- Safeguarding Children Policy and Safeguarding Children Procedure
- Whistle-Blowing Policy and Procedure documents
- Policy Review

## **REVIEW**

This policy is reviewed every year.