

## **ANTI-BULLYING POLICY**

Bullying and any other forms of intimidation, are unacceptable and will not be tolerated at Rotunda. Our staff, learners, volunteers and other patrons will come to Rotunda and will be treated with respect and kindness. By providing them with a safe, supportive and secure place to work and learn we will help them to reach their potential.

### **AIMS**

- To ensure that everyone feels safe and free from bullying and intimidation
- To create an ethos where bullying is unacceptable
- To promote good relationships wherein everyone cares for one another
- To ensure everyone knows what the policy is
- To consistently apply the policy
- To encourage belief in the policy
- To act promptly and effectively at the first sign of bullying
- To encourage all users at Rotunda to report any bullying and know that they will be listened to and taken seriously
- To protect and comfort any targets of bullying
- To provide strategies to help reform bullies

### **DEFINITIONS OF BULLYING BEHAVIOUR**

Bullying behaviour involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals of equal power should not be seen as bullying.

Bullying is where an individual or group, set out to cause harm or upset to another person or group and do so more than once. Other hurtful behaviour, such as teasing between equals shouldn't happen but is not bullying.

### **IDENTIFYING BEHAVIOUR AS BULLYING**

Bullying generally takes one of three forms:

- Verbal – e.g. name-calling, notes, e-mails and may include threats
- Physical – e.g. physical contact which can be excused as 'accidental' in the early stages, or the theft of, or damage to, personal property.
- Indirect – e.g. manipulation of social relationships, malicious accusations.  
Common examples of bullying include: Racial bullying; Homophobic bullying; Cyber bullying; Sexual bullying. Bullying can also be based on disability, ability, gender, appearance or circumstance.

It is important that when dealing with alleged incidents of bullying, individual perspectives are taken into account. If a child, young person or adult states that bullying is happening, action must be taken to determine why this allegation has been made.

There will be occasions when people physically or emotionally hurt others without meaning to do so, and it is important that appropriate support is provided to both parties, but the behaviour need not be labelled as bullying. It is also important to be mindful that extreme instances of bullying that include harassment could be treated as a criminal offence.

Cyber bullying is particularly difficult to trace. Therefore, much work needs to be undertaken to further our understanding of this issue and develop methods for tackling it. Sending threatening text messages or e-mails is a criminal offence and police have the power to search computers and mobile phones for evidence. Merseyside police have provided guidance as part of the CEOPs programme.

Homophobic bullying is based on actual or perceived sexual orientation, and when tackling this issue all of us needs to be mindful of transgender bullying, that is, bullying based on socially non-normative gender identity. Stonewall, YPAS and MYA can provide support here. We also include Homophobic and other types of bullying into our PSD programmes.

Racial bullying can be motivated by race, skin colour, nationality, accent, cultural identity and/or religion, and Rotunda works to challenge such stereotyping, discrimination and prejudice through its every day work.

Bullying of people with disabilities and/or additional needs requires careful consideration, because some of these people may have social or communicative difficulties reporting it. Rotunda is especially aware of this since it is pleased to host a number of students who have specific learning difficulties. As an organisation, Rotunda is also aware of the need to tackle bullying of the more able and talented.

Serious incidents of consistent bullying will be referred to the Rotunda Full Safeguarding Panel for review.

## **RESPONSIBILITIES**

Managers will:

- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both the bullied and bullies;

- be responsible for ensuring that the organisations positive strategies are put into practice; and know the organisations procedure and deal with any incidents that are reported.

**Teaching Staff will:**

- be responsible for introducing anti-bullying material in their programmes of study as appropriate.
- be involved in the agreed strategy to achieve a solution.

**All Staff will:**

- know the policy and procedures;
- be observant and to ask staff/learners/volunteers/patrons what is happening to them;
- deal with incidents according to the policy;
- never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity.

**Strategies:**

- Create a calm and caring ethos at Rotunda
- Establish a climate of trust and respect for all
- Be watchful and aware
- Observe the social relationships within a group
- Early intervention to prevent incidents happening
- Encourage discussion of bullying through PSD work
- All people will be encouraged to report bullying and support each other
- Ensure that every allegation of bullying is investigated and followed up
- Keep records of bullying incidents

**PROCEDURES**

- Give comfort, reassurance and support when incident is reported
- Provide privacy and meet with complainant/alleged bully separately
- Show concern and listen to both sides
- Promise to help
- Record details of incident and investigate
- Action taken will depend on severity of incident (see Behaviour Policy)

**MONITORING**

The team will monitor the effectiveness of this policy on a regular basis and review using techniques such as questionnaires.



## Rotunda Policy Review Record

Reviewed by:	Approval date:	Review frequency:	Review date:	Signed:
Maxine Ennis	11 <sup>th</sup> May 2024	Annual	12 <sup>th</sup> May 2025	