

Anti-Bullying Policy

Policy Statement

Articulacy wishes to provide a stimulating and supportive training environment which will enable its participants to fulfil their personal potential. The Company accepts that such an environment cannot be created or sustained if workshop participants are subject to harassment, intimidation, aggression or coercion.

The Company is fully committed to the principles of equal opportunities and regards personal harassment or bullying as a discriminatory and unacceptable form of behaviour.

Accordingly, the Company will treat any incident of harassment or bullying as a serious matter which may lead to disciplinary action according to the terms of the Disciplinary Policy, up to and including dismissal or termination of training, being taken against the perpetrator.

All members of the Company's staff, freelancers and associates are responsible for ensuring that personal harassment of a workshop participant or colleague does not occur.

Articulacy Directors and Business Manager will be available to offer, in confidence, advice, information and support as required.

In addition to any penalty imposed by the Company, those responsible for harassing or bullying others may be subject to criminal and/or civil proceedings. Nothing in this policy and its procedures will prevent workshop participants from exercising their legal rights.

Articulacy will:

- recognise its duty of care and responsibility to safeguard all participants from harm
- promote and implement this anti-bullying policy
- seek to ensure that bullying behaviour is not accepted or condoned
- require all staff and freelancers of Articulacy to be given information about, and sign up to, this policy
- take action to investigate and respond to any alleged incidents of bullying
- ensure that our tutors, and other freelancers are given access to information, guidance and/or training on bullying.

Each staff member and associate will:

- respect every child's/young person's need for, and rights to, a learning environment where 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 the 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
- 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, unwanted physical contact
- children with a disability, from ethnic minorities, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted.

Support to the child/young person

- children/young people should know who will listen to and support them
- systems should be established to open the door to children wishing to talk about bullying or any other issue that affects them
- potential barriers to talking (including those associated with a child's disability or impairment) need to be identified and addressed at the outset to enable children to approach adults for help
- 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

Useful contacts

NSPCC Helpline 0808 800 5000 ChildLine 0800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org

This policy was last reviewed by Articulacy on 12th February 2020

Signed on behalf of Articulacy



Print name here

Leanne Fennell

Date

12th February 2020