



## Anti-Bullying Policy

Bullying can cause permanent damage to young people. It blights the educational establishments where it takes place. Anti-bullying campaigns need to understand and address this. Making all young people feel included and valued should be the corner-stone of any organization working with youth. A culture which fails to tackle the issue of bullying makes society unsafe for everyone. Bullies can only operate when they are allowed to get away with unacceptable behaviour.

Newstart is fully committed to ensuring equitable treatment of all young people, regardless of gender, religion, race, sexual orientation, economic circumstances, etc. etc. etc. Paragraphs 4.29 and 4.30 of the DfEE Circular on Social Inclusion: Pupil Support (10/99) advise that:

*“The emotional distress caused by bullying in whatever form – be it racial, or as a result of a child’s appearance, behaviour or special educational needs, or related to sexual orientation – can prejudice school achievement, lead to lateness or truancy and, in extreme cases, end with suicide...Bullying is usually part of a pattern of behaviour rather than an isolated incident. Pupils should be encouraged to report any bullying...Low report rates should not of themselves be taken as proof that bullying is not occurring.”*

We are committed to zero tolerance of bullying. Newstart aims to create an inclusive culture where everyone feels safe. In order to promote a positive social environment we must acknowledge and identify the problem of bullying. It is important to recognize that all sorts of bullying exist. Incidences of bullying – in whichever guise it takes – will be recorded. Information about services and support systems available are displayed prominently within the Centre. Staff/volunteers/etc. are alert to signs of bullying and act promptly and firmly. Young people may see failure to respond to incidents or allegations as tolerating bullying. Violent and aggressive language and behaviour and all forms of harassment and bullying are unacceptable. Our policies clearly define what sanctions will be used to deal with such behaviour, including the use of exclusion.

We need to make clear the emotional distress and harm caused by bullying. We have a duty of care to ensure the safety and to protect the emotional well-being of every young person who attends the Centre. Our young people should benefit from the time they spend with us. They should learn respect for self, one another and their neighbourhood and society.

The protection available to pupils within the organization is also available to staff. Bullying at work is illegal on a number of grounds. Any employer who fails to take sufficient steps to protect employees against the detrimental effects of bullying could face

claims for compensation or, in certain cases, criminal prosecution. Section 2 of the Health and Safety Act 1974 places a duty upon all employers to ensure the health (including mental health), safety and welfare of all employees and to create safe and healthy working systems.

An anti-bullying ethos is reflected in all aspects of our procedures. Our policy is disseminated to all staff, young people and parents/carers. All staff receive training in respect of the policy. In addition this policy will be monitored regularly with a view to identifying and dealing with any trends or issues of concern.