

## TrinityLearning Anti-bullying Policy

### **Purpose and scope**

TrinityLearning works with children and families as part of its activities. These include adult and peer-led workshops which may be small-group or whole class based as well as online and pack-based activities and workshops. The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of TrinityLearning, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students. Separate documents set out:

- our code of behaviour for children, young people and adults
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation. These include the Trinity Learning Equality Policy and Grievance Policy.

### **What is bullying?**

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

### **Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

NSPCC Learning provides summaries of the key legislation and guidance on:

- [bullying and cyberbullying](#)
- [online abuse](#)
- [child protection in each nation of the UK.](#)

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.
- bullying causes real distress and affects a person's health and development

- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- ensuring we continue to work in conjunction with local schools in order to raise concerns and ensure continuity of best practice anti-bullying policies
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, disability-related, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, volunteers, children, young people and families will focus on:

- group members' responsibilities to look after one another and uphold the behaviour code
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.
- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

## **Diversity and inclusion**

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation.

Find out more about:

- [safeguarding children who come from Black, Asian and minoritised ethnic communities](#)
- [safeguarding d/Deaf and disabled children and young people](#)

- [safeguarding LGBTQ+ children and young people](#)
- [safeguarding children with special educational needs and disabilities \(SEND\)](#)

## Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures including:

- The TrinityLearning Safeguarding Policy
- The Code of conduct for adults working with children and young people
- Code of conduct for children and young people
- [Acceptable use of IT, Online Safety and Social Media Policy](#)
- [Equality Policy](#)
- Grievance Policy

These policies can be found at: <https://trinitylearning.org.uk/volunteer-policies/>

Contact details

Nominated anti-bullying lead Name:

Email:

Senior lead for safeguarding and child protection (for example safeguarding and child protection trustee)

Name:

Phone/email:

NSPCC Helpline 0808 800 5000

We are committed to reviewing our policy and practice at least once a year.

This policy was last reviewed on: .....(date)

Signed: ..... [Chair of Trustees]

Date: .....