



# Anti-Bullying Policy

As a service for vulnerable young people, the Saturday Respite team are very passionate about preventing any negative or devaluing behaviour towards another person, this includes bullying.

Our team believe that negative or devaluing behaviour is, saying or doing anything that is intended to make another person feel scared, uncomfortable or angry etc. This may include things like racism, and discrimination in regards to disability. We also understand that bullying can be both physical and psychological, with this in mind our staff would be on the lookout for things like name calling, spitting/kicking, isolation of individuals etc.

As a team we strongly believe that if staff members observe any of the above behaviour and take no action to report and deal with the issue then they will be partly responsible for what has happened. We understand that in many cases the young people will have varying levels of understanding on this matter and this factor will always be considered when we deal with the situation. Our staff team will always bear this in mind when dealing with any issues relating to bullying.

Our aim is to prevent any bullying and create an atmosphere where everyone feels safe. To ensure this is the case our staff team will make sure that all positive behaviour is praised and reinforced, there is an adult available to talk to young people about any issues, staff will patrol areas where bullying may take place and there will be a clear set of rules and consequences made by staff and young people related to bullying behaviour which will be displayed in the communal area and will be referred to when necessary.

Saturday Respite staff will have a joint responsibility to eliminate any bullying behaviour. But there will be a senior member of staff who will be in charge of dealing with any incidents; every incident will be recorded in the young person's file. It is very important that victim

safety is a high priority, young people must be made to feel safe and comfortable which will make it easier for them to speak to an adult about any issues. All incidents must be dealt with using a sensitive approach.