

Anti-Bullying Policy and procedure

Date:	June 2023
Review Date:	June 2025

The purpose and scope of this policy statement

Storyy Homes supports and works with children, young people, and adults as part of its activities. These include: The provision of housing, care and support, daily life skills, coaching and mentoring.

The purpose of this policy statement is:

- to prevent bullying from happening between children, young people and adults 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 Storyy Homes, including managers, directors, staff, agency staff and volunteers.

What is bullying?

The 3 main features of bullying are:

- the misuse of power in a relationship
- it is ongoing and repeated.
- It involves behaviours that cause harm.

Types of bullying behaviour:

There are 4 main types of bullying behaviour:

- **physical** – examples include hitting, pushing, shoving, or intimidating or otherwise physically hurting another person, damaging, or stealing their belongings. It includes threats of violence.
- **verbal/written** – examples include name-calling or insulting someone about an attribute, quality, or personal characteristic.
- **social** (sometimes called relational or emotional bullying) – examples include deliberately excluding someone, spreading rumours, sharing information that will have a harmful effect on the other person and/or damaging a person's social reputation or social acceptance.
- **cyberbullying** – any form of bullying behaviour that occurs online or via a mobile device. It can be verbal or written, and can include threats of violence as well as images, videos and/or audio.

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.

We recognise that:

- 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.

'We're creating a world where every young person has a brighter future'

- 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 conduct 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.
- holding regular discussions with staff, volunteers, children, young people, and families who use Storyy Homes 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, 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.

Responding to bullying

We will make sure our response to incidents of bullying considers:

- the needs of the person being bullied.
- the needs of the person displaying bullying behaviour.
- the needs of any bystanders.

We will review the plan we have developed to address any incidents of bullying at regular intervals, 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.

Related policies and procedures

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

- safeguarding and child protection policy and procedures.
- managing allegations made against a child or young person.
- managing allegations of abuse made against staff and volunteers.
- code of conduct for staff and volunteers.
- equality, diversity, and inclusion policies.

'We're creating a world where every young person has a brighter future'