



# ANTI-BULLYING POLICY



## **M.E.A.T (Ipswich) Limited**

### **Statement of Intent**

MEAT is committed to providing a caring, friendly and safe environment for all of our employees, learners and visitors so they can work and/or learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all employees, learners and visitors should be able to report this in a non-threatening environment and know that incidents will be taken seriously and dealt with promptly and effectively. We are a *TELLING* training provider. This means that anyone who knows that bullying is happening is expected to tell any member of staff.

### **What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional      being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical        pushing, kicking, hitting, punching or any use of violence
- Racist            racial taunts, graffiti, gestures
- Sexual            unwanted physical contact or sexually abusive comments



- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology, i.e. camera & video facilities

## **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and to learn or work in a respectful environment. Individuals who are bullying need to develop different ways of behaving.

MEAT Ipswich have a responsibility to respond promptly and effectively to issues of bullying.

## **Objectives of this Policy**

- All staff, employers, learners and parents should have an understanding of what bullying is;
- All teaching and non-teaching staff should know what the policy is on bullying, and follow it when bullying is reported;
- All learners and employees should know what the training school policy is on bullying, and what they should do if bullying arises;
- As a training organisation we take bullying seriously. Learners and parents should be assured that they will be supported when bullying is reported;
- Bullying will not be tolerated.

## **Signs and Symptoms**

A learner may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened to attend training workshops;
- Changes their usual routine;
- Begins to truant;
- Becomes withdrawn anxious, or lacking in confidence;
- Starts stammering;
- Attempts or threatens suicide or runs away;
- Cries themselves to sleep at night or has nightmares;
- Feels ill in the morning;
- Begins to perform poorly in work;
- Has possessions which are damaged or " go missing";
- Asks for money or starts stealing money (to pay bully);

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- Has unexplained cuts or bruises;
- Becomes aggressive, disruptive or unreasonable;
- Is bullying other children or siblings;
- Stops eating;
- Is frightened to say what's wrong;
- Gives improbable excuses for any of the above;
- Is afraid to use the internet or mobile phone;
- Is nervous & jumpy when a cyber message is received;
- Changes their behaviour.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## Procedures

1. Report bullying incidents to staff;
2. In cases of serious bullying, the incidents will be recorded by staff/employer and details taken of where this occurred;
3. In serious cases employer/parent/guardian should be informed and will be asked to come in to a meeting to discuss the problem at the earliest possible convenience;
4. If necessary and appropriate, police will be consulted;
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly;
6. An attempt will be made to help the bully (bullies) change their behaviour.

## Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place;
- 2) In serious cases, suspension or even exclusion will be considered depending on employer's policy;
- 3) If possible, the pupils will be reconciled;
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place;
- 5) M.E.A.T (Ipswich) Ltd will offer to assist learning in finding alternative employment.

## Prevention

- Equality of Opportunity training.



## Help Organisations

Children's Legal Centre

0345 345 4345

Family Lives

0808 800 2222

Bullying Online

[www.bullying.co.uk](http://www.bullying.co.uk)

Signed:

A handwritten signature in blue ink that reads "Jane Dale".

**JANE DALE**

Managing Director

Reviewed: April 2024

To be Reviewed: April 2025