



ANTI-BULLYING POLICY



M.E.A.T (Ipswich) Limited

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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);
- 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

Signed:

JANE DALE

Managing Director

Reviewed: April 2026

To be Reviewed: April 2027