

Anti Bullying Policy

Creative Active Lives CIC recognises that bullying can take place in person, online, through gaming platforms, social media, messaging apps, voice chat, video calls, and other digital spaces. Bullying behaviour that takes place outside of our sessions may still be addressed where it affects the safety, wellbeing, or participation of children, young people, adults at risk, staff, volunteers, or members of our communities.

All reports of bullying, cyberbullying, harassment, discriminatory behaviour, or peer-on-peer abuse will be taken seriously, recorded, and reviewed. Repeated low-level concerns may be monitored to identify emerging patterns and enable early intervention

What is Bullying?

Bullying is behaviour that is intended to hurt, intimidate, embarrass, exclude, or upset another person. It is usually repeated over time, although a single serious incident may also be treated as bullying where it has a significant impact on the individual concerned.

Bullying can be physical, verbal, emotional, social, discriminatory, or online and may be carried out by an individual or a group.

Our organisation is committed to providing a safe, inclusive, and respectful environment where children, young people, adults, staff, volunteers, and families are treated with dignity and feel able to participate without fear of bullying, harassment, intimidation, or discrimination.

We take all bullying seriously and will take action to address it, including in-person, online, verbal, physical, social, discriminatory, or cyberbullying behaviour. This includes behaviour relating to disability, neurodivergence, race, religion, gender, sexuality, appearance, learning needs, or any other personal characteristic.

We recognise that bullying can have a serious impact on wellbeing, confidence, emotional safety, and participation. We take all concerns seriously and respond promptly, fairly, and proportionately.

Where bullying behaviour places a child, young person, or adult at risk of harm, or forms part of a wider safeguarding concern, it will be managed in line with the organisation's Safeguarding Policy and appropriate referrals may be made.

Our approach focuses on prevention, early intervention, and creating positive group cultures. We set clear expectations around behaviour and communication from the start of participation and reinforce these consistently through staff modelling, group agreements, supervision, and restorative approaches where appropriate.

We recognise that some children, young people, and adults may experience differences in communication, emotional regulation, social understanding, or sensory processing. While these differences do not excuse bullying behaviour, we will seek to understand the reasons behind behaviour and provide support, guidance, and reasonable adjustments where appropriate. Our aim is to help individuals learn, repair relationships, and participate safely alongside others.

Staff and volunteers are expected to:

- Promote respectful and inclusive behaviour
- Challenge bullying, exclusion, or harmful behaviour appropriately
- Monitor group dynamics and identify concerns early
- Record and report concerns in line with safeguarding procedures
- Support those affected by bullying and take action to reduce ongoing risk

Children, young people, adults, parents, carers, staff, and volunteers are encouraged to report bullying concerns without fear of blame or retaliation. Concerns may be raised directly with staff, safeguarding leads, or through organisational reporting routes.

Where bullying behaviour occurs, responses may include:

- Informal discussion and restorative conversations
- Increased supervision or support
- Behaviour agreements or warnings
- Restriction or removal from activities or online spaces
- Safeguarding referrals or escalation where behaviour presents a risk of harm

Online bullying and inappropriate behaviour within digital spaces are treated as seriously as in-person incidents. Moderation, controlled access, reporting systems, and clear online conduct expectations form part of our preventative approach.

We review incidents, patterns, and feedback regularly to improve practice and ensure environments remain safe, inclusive, and supportive for everyone involved in our services.

Policy Review

This policy will be reviewed annually, or sooner where there are changes to legislation, statutory guidance, safeguarding requirements, recruitment practices, or organisational structure.

Last reviewed: 2nd June 2026

Next review date: 2nd June 2027

Approved by: Rachel Conlisk
Director
Creative Active Lives CIC