

Anti-Bullying Policy

We are committed to ensuring the safety, welfare and wellbeing of all who attend any activity or event run by Spinnaker and all who work at or volunteer at the charity. We will not therefore tolerate bullying of any individual or group for any reason.

Purpose and scope

Spinnaker Trust works with children in primary schools delivering Collective Worship, RE lessons, RE days and Clubs. The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who take part in our activities or between Spinnaker team members
- 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 and children about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone who participates in our activities, including the children we work with, all paid staff, volunteers and trustees.

What is Bullying?

Bullying includes a range of abusive behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally.

We Recognise 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
- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- everyone, 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
- 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:

- ensuring that all our team are aware of, and follow, our Code of Conduct and Media & Communication policies that set 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 and young people and who use our organisation about bullying and how to prevent it
- Provide 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

We will ensure there are regular discussions with children, young people, staff and volunteers that 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
- challenging unhealthy behaviours where necessary

Responding to Bullying Behaviour

If, despite the efforts put in place, bullying is suspected or identified, the teacher present should be informed, or if the activity is run by Spinnaker, such as a club, the group leader must be informed as quickly as possible.

The group leader will ensure appropriate action is put in place that may include:

- listening to all the children involved to establish what has happened
- recording details of the incident and any actions taken
- informing parents and carers and school staff if appropriate
- providing support to the child/children being bullied, children who witnessed the bullying the child/children who have been accused of bullying
- asking the child/children who have been bullied what they would like to happen next
- considering appropriate sanctions for children that have carried out bullying
- continuing to monitor the situation even if it has resolved.

All Spinnaker trust policies and procedures can be found on the team page of our website: www.spinnaker.org/team/policies.

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