

Thriveology Wellness CIC

Anti-Bullying Policy.

September 2026

ANTI-BULLYING POLICY

September 2026

INTRODUCTION

There is no legal definition of bullying.

The Anti-Bullying Alliance defines bullying as: The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

Bullying can take many forms and may include:

- Physical assault
- Teasing
- Jokes/remarks of a sexual nature (should not be defined as banter)
- Deliberately taking or damaging belongings
- Making threats
- Name calling
- Cyberbullying - bullying via mobile phone or online (e.g. email, social networks and instant messenger)

Under the Equality Act 2010 it is against the law to discriminate against anyone because of: age, being or becoming a transsexual person, disability, race including colour, nationality, ethnic or national origin religion, belief or lack of religion/belief, sex and sexual orientation.

A 'hate incident' is any occurrence that is perceived by the victim, or any other person to be one of the following:

- Racist
- Homophobic
- Transphobic (discrimination against transsexual or transgender people)
- Due to a person's religion, beliefs, gender identity or disability

This is not only limited to a personal attack. Name calling, violence, property attacks such as graffiti, verbal attacks and abusive messages either by phone, mail or via the internet can also be seen as hate incidents. All such incidents must be reported and recorded appropriately.

PRINCIPLES

- All allegations of bullying will be carefully investigated
- Children, parents and staff will be encouraged to talk openly about the issue
- As part of the curriculum, greater understanding of bullying in all its forms will be developed, this includes teaching children about the Equality Act 2010 and protected characteristics.
- Children will be taught strategies to help them deal with bullying situations which they may encounter within the setting or the wider community
- Staff will respond fairly and consistently to allegations or incidents of bullying

It is our aim that children and adults in our setting should be part of a caring community. There should be opportunities for them to develop socially, morally and academically, free from the stress of bullying. In order to achieve this:

Children will need to:

- Understand what bullying is
- Understand that bullying can take different forms
- Know that bullying behaviour is unacceptable
- Know that bullying is a disciplinary matter
- Treat others with respect

All adults in school will:

- Promote an understanding of what constitutes bullying through Personal, Social & Health Education (PSHE); using class discussions, displays, etc.
- Provide a framework of agreed behaviours on a class basis by involving children in the development of class rules
- Support and guide children who are being bullied, or who are bullying others through individual counselling and, where appropriate the use of the organisations' disciplinary procedure
- Encourage children to talk to adults in the setting about bullying
- Treat all incidents of bullying seriously, and in accordance with the guidelines issued to staff
- Adhere to the organisations' disciplinary and bullying policies and procedures, and ensure that new staff are given these guidelines as part of their induction programme

The setting will monitor incidents of bullying in the following ways:

- Keep records of bullying incidents using CPOMS
- Follow up discussions with parties involved
- Report regularly to the Company Directors and Designated Safeguarding Lead

ANTI-BULLYING POLICY GUIDELINES

- The policy on bullying will be given to all staff in the setting
- Our tutor team will discuss and agree a set of class rules with the children at the start of each placement.
- Bullying will be specifically mentioned, and the rules will be displayed in the setting and referred to throughout the placement
- Anti-bullying approaches will be promoted throughout the setting to raise awareness

CHILDREN

- Are encouraged to tell an adult in the setting or at home if they are being bullied
- Will be helped to understand the term 'bullying' and be able to differentiate bullying from friendship difficulties
- Understand they have a right to attend the setting free from intimidation and bullying behaviours
- Need to understand that adults can only take action if they have been made aware that there is a problem
- Can place a secret message in the classroom worry box

All staff will address bullying by:

- Listening to children who complain of bullying, treating the matter seriously and acknowledging the child's feelings
- Following the guidance within the Anti-Bullying policy
- Observing children's behaviour
- Investigating the problem or incident
- Dealing with the problem – using problem solving approaches, individual counselling, and the organisations' disciplinary procedure when appropriate
- Referring the problem to the senior leadership team / Company Directors

PROCEDURES

- Ask the child to recount incidents against them - notes will be made and uploaded to CPOMS
- Parents should be advised that they will be contacted to discuss the outcomes of the discussions that take place
- Contact will be maintained in subsequent weeks to ensure that the situation has been resolved and there are no ongoing issues



The Company Directors will:

- Ensure parents/carers of the children involved have been contacted to discuss the issue and to agree on a way forward
- Ensure children feel safe in the setting and free from intimidation

Volunteers should address bullying by:

- Listening to children carefully and acknowledging the child's feelings
- Referring the problem to the child's tutor or another member of staff
- Referring the matter to another member of staff if they feel the incident or complaint has not been resolved

SANCTIONS

- Individual circumstances will determine the precise arrangements to be made
- Appropriate sanctions will be used where there has been a breach of our agreed code of conduct.
- Support will be given to the children involved.

Sanctions available are outlined in the Behaviour Policy

MONITORING

- The Designated Safeguarding Lead and Company Directors will meet termly to review any incident of bullying
- Findings will be reported to the Managing Director.

ADULTS

Thriveology recognises that adults can be victims of bullying. Adults should seek support from another adult they trust and approach a senior member of staff who is not involved in the bullying.

Review Date: SEPT 2027