



# Anti-Bullying Policy for Alternative Provision

## **Purpose**

The purpose of this Anti-Bullying Policy is to create a safe and supportive environment for all participants in our equine-assisted interventions. We are committed to preventing and addressing bullying in all forms, ensuring that everyone feels respected and valued.

## **Policy Statement**

At Alternative Provision, we have a zero-tolerance approach to bullying. We believe that every participant has the right to enjoy their time in our programs free from fear, harassment, and intimidation. We are dedicated to promoting kindness, empathy, and inclusivity.

## **Definition of Bullying**

Bullying is any deliberate, repeated behaviour that causes harm or distress to another individual. This can include, but is not limited to:

- Verbal bullying (name-calling, teasing, threatening)
- Physical bullying (hitting, pushing, or any form of physical aggression)
- Social bullying (exclusion, spreading rumours, or manipulation)
- Cyberbullying (using digital platforms to harass or intimidate)

## **Responsibilities**

### **1. Staff Responsibilities**

- Ensure a safe environment by actively monitoring interactions among participants.
- Encourage open communication and create opportunities for participants to express their concerns.
- Address any incidents of bullying promptly and effectively.

### **2. Participant Responsibilities**

- Treat all participants and staff with respect and kindness.
- Speak up if they witness or experience bullying, either directly or indirectly.
- Support peers who may be affected by bullying and encourage positive interactions.

### **3. Guardian Responsibilities**

- Foster a supportive home environment that encourages open discussion about bullying.
- Communicate with staff regarding any concerns about bullying behaviour.



## Reporting Procedures

### 1. How to Report Bullying

Participants who feel they are being bullied, or who witness bullying, should report the behaviour to a staff member as soon as possible. Reports can be made verbally or in writing to our safeguarding leads Loes Koorenhof ([info@equilore.co.uk](mailto:info@equilore.co.uk)), Dee Wilkinson ([Dee@equilore.co.uk](mailto:Dee@equilore.co.uk)) or the Trustees ([Board@equilore.co.uk](mailto:Board@equilore.co.uk)).

### 2. Confidentiality

All reports of bullying will be treated with confidentiality. Information will be shared only with those who need to know to address the situation.

## Response Procedures

### 1. Investigation

All reported incidents of bullying will be investigated promptly and thoroughly. Staff will speak with all parties involved to gather information.

### 2. Support for Victims

Victims of bullying will be provided with support and resources, ensuring they feel safe and heard.

### 3. Consequences for Bullying Behaviour

Appropriate consequences will be applied for those found to be bullying others, which may include:

- Verbal warning
- Time-out
- Meetings with guardians
- Behavioural support plans
- Suspension, depending on the severity of the behaviour

## Prevention Strategies

### 1. Education and Training

Regular training for staff and educational sessions for participants on the importance of kindness, respect, and inclusivity.

### 2. Promoting Positive Relationships

Activities and interventions that promote teamwork, empathy, and positive interactions among participants.

## Conclusion

Alternative Provision is committed to fostering a safe and nurturing environment for all participants. Our Anti-Bullying Policy underscores our dedication to preventing bullying and



ensuring that everyone can engage in our equine-assisted interventions free from fear and harassment. We will continuously work to create a culture of respect and support.