

St Albans Mencap

Charity number: 210073

stalbansemencap.org.uk

Anti-bullying Policy

St Albans Mencap's Anti-Bullying Policy commits to fostering a safe, inclusive environment that prevents and addresses bullying and cyberbullying across all its services for children, young people, and vulnerable adults.

Document control:

Version:	Date approved:	By:	Review due:
1.0			

Summary of changes:

Version:	Changes:
1.0	Redrafted to current format

Anti-Bullying Policy Statement

Adapted from NSPCC guidance and aligned with St Albans Mencap's safeguarding framework.

Purpose and Scope

This policy outlines St Albans Mencap's commitment to preventing and responding to bullying and cyberbullying across all our services. It applies to all staff, trustees, volunteers, agency workers, and students working on behalf of the organisation, and covers all children, young people, and vulnerable adults who access our services.

Our Commitment

St Albans Mencap is committed to:

- Creating a safe, inclusive, and respectful environment where bullying in any form is not tolerated.
- Embedding anti-bullying principles into our safeguarding, recruitment, training, and service delivery practices.
- Ensuring that all staff and volunteers understand their responsibilities in identifying, reporting, and addressing bullying behaviours.
- Providing regular training and development opportunities to all staff and volunteers to ensure they are confident and competent in recognising, preventing, and responding to bullying.

Definition of Bullying

Bullying is behaviour that hurts someone else – such as name-calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It is usually repeated over a period of time and can seriously impact a person's wellbeing.

Types of Bullying

- Physical (e.g. hitting, kicking, theft)
- Verbal (e.g. name-calling, threats)
- Emotional (e.g. isolating someone, spreading rumours)
- Cyberbullying (e.g. sending threatening messages, posting harmful content online)

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Key Principles

- The welfare of the child or vulnerable adult is paramount.
- All individuals, regardless of age, disability, gender, race, religion or belief, have the right to equal protection from all types of harm or abuse.
- Working in partnership with families, carers, and other agencies is essential in promoting safety and wellbeing.

We Will

- Promote a culture of respect and inclusion across all services.
- Provide training for staff and volunteers on recognising and responding to bullying.
- Ensure clear reporting procedures are in place and accessible to all.
- Respond promptly and effectively to all concerns or incidents of bullying.
- Support those affected by bullying and take steps to prevent recurrence.
- Regularly review our policies and practices to ensure they remain effective and up to date.

Related Policies

This statement should be read alongside our:

- Safeguarding Policy
- Complaints Policy
- Online Safety Policy

Key Safeguarding Contacts

For any safeguarding concerns, please contact:

Name: Kelsey Ferrari, Designated Safeguarding Lead – St Albans Mencap

Role: DSL – Responsible for managing safeguarding concerns and liaising with statutory agencies

Email: safeguarding@stalbansmencap.org.uk

Phone: 07920 426378

If the DSL is unavailable, please contact the Safeguarding Trustee or the Operations and Safeguarding Committee via admin@stalbansmencap.org.uk.

All staff, volunteers, and trustees should be aware of who the DSL is and how to contact them. Any concerns about bullying or safeguarding must be reported to the DSL immediately.