



Anti-Bullying Policy

1. Policy Statement

Rootz are committed to providing a safe, respectful, and inclusive environment where all learners can thrive and reach their full potential. Bullying of any kind is unacceptable and will not be tolerated. We take all allegations of bullying seriously and will act swiftly and effectively to prevent, address, and resolve incidents.

2. Purpose

This policy aims to:

- Define what constitutes bullying.
- Set out how bullying incidents will be dealt with.
- Ensure all learners feel safe, valued, and supported.
- Promote a culture of kindness, respect, and inclusion.
- Comply with legal duties under the Education Act 2002 and Equality Act 2010.

3. Scope

This policy applies to:

- All learners, Rootz staff, volunteers, contractors, and visitors.
- All environments where learners engage with our provision — on-site, off-site, or online.
- Bullying behaviours that take place during or outside of learning hours, if it affects the learner's wellbeing.

4. What is Bullying?

Bullying is **repeated, intentional** behaviour that causes physical or emotional harm to another person. It involves a power imbalance and can be carried out by individuals or groups.

Types of Bullying Include:

- **Physical** – hitting, pushing, damaging belongings.
- **Verbal** – name-calling, insults, threats, teasing.
- **Emotional** – excluding, spreading rumours, intimidation.
- **Cyberbullying** – using social media, messages, or online platforms to harass or threaten.
- **Prejudiced-based** – targeting someone based on race, religion, gender, sexuality, disability, or other protected characteristics.

5. Responsibilities

Rootz Leadership and Management Team:

- Promote a zero-tolerance culture towards bullying.
- Monitor and review anti-bullying practices regularly.
- Ensure policies are accessible and understood by all.

All Rootz Staff and Volunteers:

- Be vigilant and proactive in identifying signs of bullying.
- Intervene immediately and report concerns to the designated person.
- Model respectful behaviour at all times.

Rootz Designated Safeguarding Lead (DSL):

- Investigate serious bullying allegations.
- Liaise with parents/carers and external agencies when necessary.
- Record and monitor patterns of behaviour.

Learners:

- Are encouraged to report bullying.
- Are supported in developing positive relationships.
- Are educated about respect, inclusion, and how to stay safe.

6. Prevention

At Rootz we aim to prevent bullying by:

- Embedding respect, empathy, and anti-bullying themes into the curriculum.
- Promoting positive behaviour through rewards and recognition.
- Creating a safe environment where learners feel listened to.
- Encouraging peer support and restorative approaches.
- Providing training for staff on identifying and addressing bullying.

7. Reporting Bullying

Bullying can be reported to any Rootz staff member. Reports will be:

- Taken seriously and treated sensitively.
- Recorded using our safeguarding or incident reporting system.
- Escalated to senior staff or the DSL as needed.

Learners may report bullying through:

- Direct conversations with Rootz staff.
- Anonymous feedback forms (if in use).
- Emails or messages if part of your communication system.

8. Responding to Bullying

When bullying is identified, the following steps will be taken by Rootz:

1. **Initial Investigation** – Speak to all parties involved.
2. **Action Plan** – Put support in place for the victim and address the behaviour of the person bullying.
3. **Follow-up** – Monitor the situation to ensure it does not continue or escalate.
4. **Parental Involvement** – Parents/carers will be informed where appropriate.
5. **Restorative Approach** – Where suitable, encourage resolution and understanding.

9. Supporting Learners

Support may include:

- Counselling or mentoring.
- Access to trusted staff members.
- Regular check-ins.
- Safe spaces for vulnerable learners.

10. Monitoring and Review

- All bullying incidents will be logged and monitored for patterns.
- This policy will be reviewed annually or after any serious incident.
- Feedback from learners and staff will inform improvements.

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