

## Great Yarmouth & Gorleston Young Carers

### Anti-Bullying Policy

Bullying is deliberate behaviour which happens continually that is offensive, intimidating, malicious, abusive or insulting behaviour which makes the individual feel upset, threatened, humiliated or vulnerable.

Any child/ young person or vulnerable adult who have been subjected to bullying will be supported by staff or volunteers to ensure that the victim, other children/young people or vulnerable adult and the perpetrator are kept safe.

#### Procedures:

- Report bullying incidents
- Serious incidents will be recorded by staff and volunteers
- In serious cases the parents/carers should will be informed and invited to discuss the problem
- If necessary the police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully change their behaviour

#### Outcomes:

- The bully may be asked to genuinely apologise. Other consequences may take place
- In serious cases, suspension or even exclusion from the group will be considered
- If possible the children/young person or vulnerable adult will be reconciled
- After the incident/s have been investigated and dealt with, each case will be monitored to ensure there is no repeat of the bullying behaviour
- Serious cases will be reviewed/discussed at staff meetings