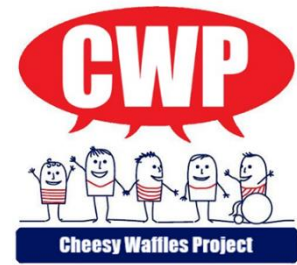


# Cheesy Waffles Project

## ANTI-BULLYING POLICY



The Cheesy Waffles Project is committed to creating a safe and welcoming environment for members to engage in positive activities and develop social and life skills.

Bullying is unacceptable in any of our clubs and projects.

**Cheesy Waffles Project is committed to :**

- Creating an environment where members feel they can share a concern with staff/volunteers knowing that they will be listened to and offered support
- Ensuring a member who alleged to be bullied is made to feel safe immediately
- Ensuring confidential issues will be considered
- Ensuring Staff and volunteers complete inhouse training in relation to bullying behaviour for adults, children and young people
- Ensuring all relevant paperwork is completed in the case of a bullying incident
- Raising awareness of bullying with our staff, volunteers and members of the project
- Ensuring staff and volunteers are able to maintain and develop positive relationships with members of the project
- Ensuring staff are aware of organisations and agencies that can help reduce bullying or can take appropriate action in dealing with bullying behaviour
- Ensuring group members take responsibility of their peers and to not tolerate bullying in any form
- Ensuring all members are encouraged to join in and interact with each other
- Ensuring that members are safe from name calling and teasing in any form

Anti Bullying awareness is promoted through positive activities in clubs including friendship circles, buddy scheme, inclusive work, single gender work, drama, staff training and health projects.

It is recognised that bullying can take the form of racist, homophobic, physical, psychological and technological. All forms of bullying will be addressed appropriately and responded to immediately.

### **Action:**

Bullying will be recorded and acted upon.

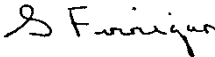
All incidents will be listened to by a member of staff.

Both sides will be heard and recorded.

Parents/Carers will be informed if necessary.


Actions will be put in place to ensure incident is not repeated in line with the Concerns Procedure.

Trustees will be informed of any incidents

Signed: 

Date: 19<sup>th</sup> April 2023

Susan Finnigan (Secretary/Trustee)

Signed: 

Date: 19<sup>th</sup> April 2023

Linda Pennington (Treasurer/Trustee)