



Together for Neurodiversity CIC

TfN Anti-Bullying Policy

Introduction

Together for Neurodiversity CIC is committed to creating an inclusive, safe, and respectful environment for all individuals we support and interact with. We recognise that bullying can have a profound impact on the well-being and development of all individuals. This Anti-Bullying Policy outlines our approach to preventing and addressing bullying in all its forms, ensuring that everyone feels valued and respected.

Policy Statement

We take a zero-tolerance approach to bullying and are dedicated to fostering an environment where everyone can thrive without fear of harassment or intimidation. This policy ensures that all incidents of bullying are taken seriously, investigated promptly, and addressed effectively.

Scope

This policy applies to all employees, volunteers, members, participants, and partners of Together for Neurodiversity CIC. It covers bullying that occurs in any setting related to our activities, including online environments.

Definitions

- **Bullying:** Repeated behaviour that is intended to hurt someone either physically or emotionally. It can take many forms, including:
 - **Physical Bullying:** Hitting, kicking, pushing, or other forms of physical aggression.
 - **Verbal Bullying:** Name-calling, insults, threats, or derogatory remarks.
 - **Social Bullying:** Spreading rumours, excluding someone from a group, or other actions that harm someone's social relationships.
 - **Cyberbullying:** Bullying through digital means, such as social media, emails, or text messages.
- **Victim:** The individual who is being bullied.
- **Perpetrator:** The individual who is engaging in bullying behaviour.



Principles

We adhere to the following principles to prevent and address bullying:

- **Inclusivity:** We create an inclusive environment that celebrates diversity and promotes mutual respect.
- **Empowerment:** We empower individuals to speak out against bullying and support those who are affected.
- **Compassion:** We approach all situations with empathy and understanding, providing appropriate support to victims.
- **Collaboration:** We work together with all stakeholders to prevent bullying and create a supportive community.
- **Respect:** We respect the dignity and rights of every individual, ensuring everyone is treated fairly.
- **Education:** We raise awareness about bullying, its effects, and how to prevent it through education and training.
- **Accountability:** We hold ourselves accountable to our anti-bullying commitments and take action to address any incidents.

Preventative Measures

We implement the following strategies to prevent bullying:

- **Education and Training:** Regular workshops and training sessions for employees, volunteers, and participants on recognising, preventing, and addressing bullying.
- **Clear Communication:** Clear communication of our zero-tolerance policy on bullying to all members and stakeholders.
- **Support Systems:** Establishing support systems for individuals to report bullying confidentially and safely.
- **Positive Environment:** Promoting a positive and inclusive environment through team-building activities and inclusive practices.



Reporting and Responding to Bullying

We have a clear process for reporting and responding to bullying:

1. **Reporting:** Individuals can report bullying incidents to any staff member, volunteer, or directly to the Anti-Bullying Officer. Reports can be made in person, via email, or through a confidential online form.
2. **Investigation:** All reports of bullying will be taken seriously and investigated promptly. The investigation will involve speaking with the victim, the perpetrator, and any witnesses.
3. **Action:** Appropriate action will be taken based on the investigation findings. This may include mediation, disciplinary action, or other measures to stop the bullying and support the victim.
4. **Support:** Victims of bullying will receive support, including counselling, peer support, and other resources to help them recover from the experience.
5. **Follow-Up:** We will follow up with the victim and the perpetrator to ensure that the bullying has stopped and to prevent future incidents.

Roles and Responsibilities

- **Anti-Bullying Officer:** Responsible for overseeing the implementation of this policy, investigating reports, and ensuring appropriate action is taken.
- **Employees and Volunteers:** Responsible for promoting a positive environment, being vigilant for signs of bullying, and supporting victims.
- **Participants and Members:** Encouraged to speak out against bullying, support their peers, and report any incidents.

Confidentiality

We respect the privacy of all individuals involved in bullying reports and handle all information confidentially. Details of the incident and the identities of those involved will only be shared on a need-to-know basis.

Review and Updates

This policy is reviewed annually and updated as necessary to ensure it remains effective and relevant to the needs of our community.



Contact Information

For any questions or concerns regarding this policy or to report an incident of bullying, please contact our Anti-Bullying Officer:

Policies Officer

Together for Neurodiversity CIC

policies@myneurodiversity.org.uk

By adhering to this Anti-Bullying Policy, Together for Neurodiversity CIC reaffirms its commitment to creating a safe, respectful and inclusive environment for all neurodiverse individuals and their families.

This comprehensive anti-bullying policy reflects our dedication to inclusivity, empowerment, compassion, collaboration, respect, education and accountability, ensuring a positive and supportive environment for everyone involved with Together for Neurodiversity CIC.