

PYRAMID MENTORING

Anti-bullying policy statement

Pyramid Mentoring provides a high quality mentoring service that supports children, young people and at risk adult clients to achieve person centred goals.

With our expertly trained mentors we develop confidence, skills, independence, resilience and positive experiences through a bespoke programme that inspires change to help clients on their journey to reach their potential.

All of the work and activities that we do with our clients, regardless of age are 1:1 which in itself limits the opportunities or chances of bullying while they are with us. However, we believe that we have an important role to play in the promotion of an anti-bullying culture with the clients we work with and that we may suspect or have bullying disclosed to us during the course of our work which we need to act upon.

We recognise that there may be times when we are supporting a client in an environment where other children, young people or adult peers may be present and this policy sets out our commitment to prevent and act against all forms of bullying within and outside of our sessions.

Purpose

Purpose of this policy statement is:

- to prevent bullying from happening between children, young people and vulnerable adults who are supported by our organisation
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

Scope

This policy statement applies to anyone working on behalf of Pyramid mentoring, including senior managers, paid staff, volunteers, contractors, agency staff and clients.

Legal framework

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Next Review Date: February 2026

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. Information on this can be found here [Protecting children from bullying and cyberbullying | NSPCC Learning](#)

This document should be read alongside the following organisational policies:

- Absence
- Behaviour
- Bullying and harassment at work
- Equal Opportunities
- Health and safety
- Modern Slavery
- Social Media
- Safeguarding policy and procedures

We believe that:

- Adults, children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all at risk adults, children and young people,
- We have a responsibility to keep children and young people safe and to practise in a way that protects them.
- We have a responsibility to prevent harm and reduce the risk of abuse or neglect to adults with care and support needs and to practise in a way that protects them.
- We have a responsibility to safeguard adults in a way that supports them in making choices and having control about how they want to live

What is bullying?

Bullying is when individuals or groups seek to harm, intimidate or coerce someone who is perceived to be vulnerable (Oxford English Dictionary, 2021).

Bullying occurs when a person or group of people behave in ways which are designed to cause distress or to hurt a person or group of people. Bullying can be overt and plain for all to see. It can be subtle and insidious. Bullying can become part of the culture, recognised or believed by all or a significant number of people as 'acceptable'.

Pyramid Mentoring has a zero-tolerance approach to bullying. Staff must help clients to understand what bullying is and how to report it. Bullying may need to be dealt with as a safeguarding matter.

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It is important to recognise that bullying isn't just a childhood issue. It can involve people of any age, and can happen anywhere – at home, school, work, in the community or using online platforms and technologies (cyberbullying). This means it can happen at any time.

Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions such as:

Verbal abuse:

- name-calling
- saying nasty things to or about an individual or their family

Physical abuse:

- hitting
- pushing
- physical assault.

Emotional abuse:

- making threats
- undermining an individual
- excluding someone

What is the difference between bullying and abuse?

Bullying is named in KCSIE 2024 as a form of 'peer on-peer abuse'. There is not a law against bullying but when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm', a bullying incident should be addressed as a child protection concern where safeguarding procedures are followed.

For more information on child on child abuse see [Safeguarding Network](#)

Cyberbullying/online safety:

Everyone deserves to be, and to feel, safe online. We can all play a role in helping make online spaces safer for children, young people and vulnerable adults by:

- talking to them about anything worrying they experience online
- recognising how important the online world is to individuals, and talk to them about it
- making sure online safety is an ongoing part of our work with clients not just a one-off session
- using technical solutions to manage access to online platforms and make sure everyone knows about and understands why you've put them in place

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- helping clients understand and manage their privacy settings online.

Cyberbullying may look like:

- excluding someone from online games, activities or friendship groups
- sending threatening, upsetting or abusive messages
- creating and sharing embarrassing or malicious images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games
- voting for or against someone in an abusive poll
- setting up hate sites or groups about a particular person
- creating fake accounts, hijacking or stealing online identities to embarrass someone or cause trouble using their name.

Bullying and cyberbullying can be a form of discrimination, particularly if it is based on a person's disability, race, religion or belief, gender identity or sexuality.

For information see [Online bullying and the Law](#)

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

Vulnerability factors

Any person can be bullied or cyberbullied. People who are seen by others as 'different' in some way may be targeted.

This might be because of their:

- physical appearance
- race
- faith or culture
- gender identity
- sexuality
- disability or additional needs.

Or it could be because they:

- appear anxious or have low self-esteem
- lack assertiveness
- are shy or introverted.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation.
- safeguarding children with special educational needs and disabilities (SEND).

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Impact of bullying and cyberbullying

The emotional effects of being bullied include:

- sadness, depression and anxiety
- low self-esteem
- social isolation
- self-harm
- Physical health issues

Bullying can affect children's performance and attendance at school and adults attendance at work or in social activities.

Bullying can happen at any time or anywhere - a person can be bullied online when they are in their home- so it can feel like there's no escape which can make it even more difficult to cope.

If a someone is being bullied online, they may not know who is bullying them and this can be extremely frightening.

Individuals who have witnessed another person being bullied may also be distressed. They may not know the best way to help the person being bullied. They may fear for their own safety and experience feelings of guilt for not stepping in.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, young people and adults, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- Developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities

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- Holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying, how to prevent it and how to deal with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- Promoting skills such as listening to others
- Reminding staff and clients to respect peoples differences
- Deal with problems in a positive way
- putting clear and robust anti-bullying procedures in place.
- Creating a culture where bullying is not tolerated and children, young people and vulnerable adults feel that they can tell someone about bullying
- Talking to children, young people and vulnerable adults about healthy relationships, what bullying is how it affects people, why people may do it, what to do if they see bullying take place and the importance of telling someone if they see it
- Not downplay certain behaviours, for example dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys” as this can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.”
- Being alert to incidents of online abuse between people of all ages, consensual and non-consensual sharing of nude and semi-nude images, sexual violence and sexual harassment between
- Understanding the importance of challenging inappropriate behaviours of children and adults towards others including challenging inappropriate, derogatory language or gender bias.
- Considering people who display harmful behaviours as potential victims themselves

Responding to bullying

Indicators that a child could be experiencing bullying or cyberbullying include:

- being reluctant to go to school
- being distressed or anxious
- losing confidence and becoming withdrawn
- having problems eating and/or sleeping
- having unexplained injuries
- changes in appearance
- changes in performance and/or behaviour at school.

Adults may notice that a child isn't spending time with their usual group of friends, has become isolated or that other children's behaviour towards a child has changed.

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We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole.

Take all suspicions or reports of bullying seriously

Report all concerns to the designated safeguarding lead.

We will review the plan we have developed to address any incidents of bullying regularly in order to ensure that the problem has been resolved in the long term.

Signs and indicators

Indicators that a person could be experiencing bullying or cyberbullying include:

- being reluctant to go to school, work or usual social activities
- being distressed or anxious
- losing confidence and becoming withdrawn
- having problems eating and/or sleeping
- having unexplained injuries
- changes in appearance
- changes in performance and/or behaviour at school or work
- Not spending time with usual people

Reporting

If you think a child, young person or vulnerable adult is in immediate danger, contact the police on **999**. If you're worried someone is at risk of serious harm but they are not in immediate danger, you should share your concerns, following Pyramid Mentoring's safeguarding procedures. If you are aware of illegal content being used to bully someone, report to the police.

If there is ever any uncertainty, speak with your line manager who if necessary will seek advice from the NSPCC

Members of staff working with clients should:

- Employ professional curiosity to help ascertain the situation and share appropriate information about expected behaviour and expectations not to retaliate. Discuss your concerns with your line manager who will assist and for children and young people, will support in taking the concerns to the school.
- Document conversations if you are concerned that someone you are supporting is bullying others, in your sessional diary remembering to be accurate and document exactly what is said.

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- provide support to the client being bullied/is distressed from witnessing bullying /has been accused of bullying
- continue to monitor the situation even if the situation has been resolved and communicate with the individual, line managers, schools, family etc
- Share information about how to be safer online

We recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances.

Pyramid Mentoring always has regard to their views, wishes, feelings and beliefs in deciding on any safeguarding action and seeks informed consent from adult clients unless it would put them at greater risk by doing so. You can share your concerns with your line manager and follow Pyramid Mentoring's safeguarding procedures.