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## Youthreach Ballina Anti-Bullying Policy

### 1. Objectives of the Policy

- To create and maintain a positive, respectful and inclusive learning environment.
- To eliminate bullying in all its forms.
- To foster a centre ethos which actively encourages staff and students to disclose and discuss incidents of bullying behaviour.
- To raise awareness among centre management, teachers, students, parents/guardians that bullying is unacceptable behaviour.
- To ensure that procedures for prevention, reporting, responding, and reviewing incidents are clear and consistent.

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### 2. Definition of Bullying

Bullying is **repeated aggression**, verbal, psychological or physical, conducted by an individual or group against others.

It is behaviour which is generally **persistent, systematic and ongoing** and which causes distress, harm or exclusion to the person targeted.

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### 3. Commitment to a Safe Environment

The Co-ordinator and staff at Youthreach Ballina will endeavour to maintain a **bully-free learning and working environment**.

We acknowledge that bullying can occur and that it has serious consequences for individuals and for the overall centre climate.

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## 4. Prevention Measures

- Bullying awareness and prevention activities are integrated into the **induction programme** for all new learners.
  - Periodic awareness sessions for staff and students will be held, including workshops and/or guest speakers.
  - Respect, inclusion, and anti-bullying principles will be embedded in centre-wide initiatives and curriculum activities.
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## 5. Reporting and Response Procedures

- Any person who experiences, witnesses, or is aware of bullying should **report it immediately** to a member of staff.
  - Reports will be treated seriously, dealt with promptly, and handled sensitively in line with MSLETB guidelines and our Child Safeguarding Policy.
  - Where a report indicates a possible child protection concern, the Designated Liaison Person (DLP) or Deputy DLP will be informed without delay, in line with national procedures.
  - Confidentiality will be maintained as far as possible, except where there is a risk to safety, in which case the matter will be escalated in accordance with Children First obligations.
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## 6. Supports for Learners

- Students affected by bullying will be offered access to the centre's counselling service.
  - Restorative and supportive interventions will be considered to rebuild relationships and centre harmony where appropriate.
  - Referral to external agencies will be made where specialist support is required.
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## 7. Monitoring, Review, and Accountability

- All incidents and actions taken will be documented and stored securely.
  - The policy will be reviewed annually or earlier if required, with input from staff, learners, and the MSLETB.
  - Review outcomes will be recorded and incorporated into the centre's Quality Framework self-evaluation process.
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**Approved by:** Damian Evans

**Review Date:** 12 August 2025