



CHURCHILL HOUSE

Anti-Bullying Policy

Purpose of Policy

Churchill House is committed to providing a safe environment for students, clients and all staff. This policy outlines our zero-tolerance attitude towards bullying in the workplace or in school. It is part of all staff and student induction to ensure that everyone understands what bullying is, our zero-tolerance policy, and the channels for reporting any concerns or incidents.

General Anti-Bullying Policy Statement

At Churchill House we have a zero-tolerance policy towards bullying. Bullying is unacceptable and we do not accept it at our schools. Anyone who bullies another student will be disciplined and, in serious cases, could be sent home.

This policy applies to staff and students alike. Our staff disciplinary procedure will be initiated in cases involving staff bullying.

Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying invariably undermines self-confidence and initiative and can create a cycle of poor performance and further criticism, potentially causing depression, stress, mental or physical ill-health, with consequent absence from school or work.

There are different types of bullying:

- Psychological (being excluded from groups and rumours etc.)
- Cyber (abusive text messages, internet messages etc.)
- Verbal (threats, name calling, racism, homophobia etc.)
- Physical (punching, kicking, scratching, pushing, throwing objects at someone etc.)

Bullying is when someone....

- Calls you bad names
- Spreads lies about you
- Teases you
- Hits or kicks you and causes you physical pain
- Pushes or pulls you about
- Takes your money or possessions
- Excludes you from their group
- Threatens you
- Sends you bad SMS messages
- Films you on their mobile phones and shares it with others
- Sends you horrible emails or messages on Facebook or other social media

Reporting

If you are being bullied, or you see anyone else being bullied, report it immediately to:

- your Group Leader or the Student Liaison Officer
- A Teacher or an Activity Leader
- Management

You may be requested to fill in an incident report to assist with the investigation of the events and keep records on how incidents are being addressed.

Last reviewed: August 2025