CIC NUMBER: 12488406

# Anti bullying policy

## Statement of intent

We are committed to provide a safe friendly inclusive environment to enable children to thrive and feel safe and secure. Bullying of any kind is not acceptable at Project Dragonfly CIC. Should bullying occur children should feel confident that they will be listened to, and incidents dealt with and recorded effectively and promptly.

Bullying is the **repetitive, intentional hurting** of one person or group by another, **involving an imbalance of power**. It can manifest in various forms, including **physical**, **verbal**, **psychological**, **online**, or **indirect** behaviours. These actions can be one to one, in a group as well as online.

## For instance, bullying may include:

**Name-calling**, **spreading rumours**, **threats**, **teasing**, **exclusion**, or **cyberbullying**. Understanding the dynamics of bullying helps address this harmful behaviour and promote a safer environment for everyone involved.

**Physical Bullying**: This involves using physical actions to harm or intimidate someone. It can include hitting, pushing, or other forms of physical aggression.

**Verbal Bullying:** Verbal bullying uses hurtful words, insults, or threats to demean and hurt the victim.

**Relational Aggression**: Also known as relational bullying, this form focuses on social manipulation. It aims to damage relationships, spread rumours, or exclude someone from a group.

**Cyberbullying**: Cyberbullying occurs online, using technology and the internet. It includes sending hurtful messages, spreading rumours, or sharing embarrassing content.

**Sexual Bullying**: This type involves sexual harassment or assault. It can be verbal or physical and aims to demean the victim based on their sexuality or gender.

**Prejudicial Bullying**: Prejudicial bullying targets someone based on their race, ethnicity, religion, or other personal characteristics. It perpetuates stereotypes and discrimination

## Ways we deal with bullying at Project Dragonfly CIC:

**We encourage not to engage**: Verbal bullies often want a reaction. If the bully is not affecting your personal or work life, avoid engaging with them. When they start attacking verbally, try to remove yourself from the situation if possible.

**We have a Conversation with the Bully**: While this does not excuse their behaviour, some bullies have unresolved issues. Talking to them might help them realize the impact of their actions and discourage further bullying. We will also work the bullies to challenge their behaviour and support them with change.

**We suggest they always report It**: If the bully persists after a conversation, it will then be escalated by talking to parents and police involvement if necessary. Should the issue be with a parent/carer or family member we would contact social services (Access and Response) or NSPCC for further guidance.

**Recite Positive Affirmations**: Bullies often project their insecurities. Remind yourself that their hurtful words do not define you. Use positive affirmations to reinforce your self-worth.

**Protect Your Personal Space**: If a family member is the bully, school friend set firmer boundaries and protect your personal space. Consider asking them to move out or find a way to distance yourself.

**We encourage children and young people to speak** to an adult/ teacher in school if it is happening there or someone, they feel comfortable with.

## Why it is important to respond to bullying?

***When a child is bullied, responding appropriately is crucial for many reasons***.

**Emotional Support**: Providing emotional support helps the child feel less alone and more understood. It is essential to listen actively and reassure them that they are not at fault.

**Empowerment**: Encourage the child to express their feelings and experiences. This helps them articulate what is happening and feel more empowered to address the situation.

**Preventing Escalation**: Responding promptly can prevent the bullying from escalating. Encourage the child to seek help from

**Date: 25th May 2026**

**Signed:**

**Next review date: 25th May 2027**