



# Anti-Bullying & Harassment Policy

<b>Policy</b>	Anti-Bullying & Harassment Policy
<b>Organisation</b>	Elevated Up CIC, Unit 2 Winster Grove, Birmingham, West Midlands, B44 9EG (Company No. 16143711)
<b>Version</b>	1.0
<b>Approved by</b>	Board of Directors
<b>Date approved</b>	June 2026
<b>Date of next review</b>	June 2027
<b>Policy owner</b>	Designated Safeguarding Lead

## 1. Our commitment

Everyone at Elevated Up CIC has the right to feel safe, welcome and respected. We do not tolerate bullying or harassment in any form, by or towards participants, staff, volunteers or visitors.

## 2. What we mean

Bullying is repeated behaviour intended to hurt someone physically or emotionally. Harassment is unwanted behaviour linked to a protected characteristic that violates someone's dignity. Both can happen in person or online (cyberbullying).

- Physical – hitting, pushing or taking belongings.
- Verbal – name-calling, insults or threats.
- Emotional – excluding, humiliating or spreading rumours.
- Online – hurtful messages, images or posts.
- Discriminatory – targeting someone's race, sex, disability, religion or other characteristic.

## 3. How to report

Anyone who experiences or witnesses bullying should tell a session leader, a Director or the DSL. We take every report seriously and treat it sensitively.

## 4. How we respond

- We listen, record what happened and support the person affected.
- We address the behaviour with the person responsible, using a restorative approach where suitable.
- We keep those affected informed and check that the behaviour has stopped.
- Serious or repeated cases may lead to exclusion from activities, and a safeguarding response where a child or adult at risk is involved.



## 5. Review

This policy is reviewed every year.

## Approval

Approved on behalf of the Board of Directors:

A handwritten signature in black ink, appearing to read 'Emma Hobbis', is written over a horizontal line.

### **Emma Hobbis**

Director, Elevated Up CIC

Date approved: June 2026