

Shallion Support Anti-Bullying Policy

Shallion Support is built on mutual respect, compassion, and kindness. Bullying or harassment of any kind will not be tolerated.

1. Definition: Bullying can include verbal abuse, exclusion, intimidation, spreading rumors, or undermining someone's dignity. It may occur in person, over the phone, or online.
2. Scope This policy applies to all clients, volunteers, staff, and visitors representing Shallion Support.
3. Reporting: Anyone who experiences or witnesses bullying is encouraged to report it promptly to the founder or designated contact. Reports will be handled sensitively and confidentially.
4. Action: All allegations will be investigated. If bullying is found to have occurred, appropriate action will be taken. This may include mediation, training, or, in serious cases, termination of role or service.
5. Support: Support will be offered to both the targeted person and the individual accused, if appropriate, during the resolution process.

Further Free Training:

- Anti-Bullying Alliance: <https://www.anti-bullyingalliance.org.uk>
- NSPCC Learning Hub: <https://learning.nspcc.org.uk>

ANTI-BULLYING POLICY QUIZ

1. Bullying can include which of the following?
 - A. Excluding someone from a conversation
 - B. Making repeated jokes at someone's expense
 - C. Spreading rumours
 - D. All of the above
2. If you witness bullying behaviour in your volunteer role, you should:
 - A. Keep quiet so as not to upset anyone
 - B. Report it immediately to your volunteer coordinator
 - C. Tell the person to stop and leave it there
 - D. Talk about it with other volunteers

3. Shallion Support's Anti-Bullying Policy applies to:
 - A. Volunteers
 - B. Employees
 - C. Clients
 - D. Everyone involved in the organisation
4. Bullying can include which of the following?
 - A. Excluding someone from a conversation
 - B. Making repeated jokes at someone's expense
 - C. Spreading rumours
 - D. All of the above
5. If you witness bullying behaviour in your volunteer role, you should:
 - A. Keep quiet so as not to upset anyone
 - B. Report it immediately to your volunteer coordinator
 - C. Tell the person to stop and leave it there
 - D. Talk about it with other volunteers
6. Shallion Support's Anti-Bullying Policy applies to:
 - A. Volunteers
 - B. Employees
 - C. Clients
 - D. Everyone involved in the organisation

Signature/Date: