**Event Anti-Bullying Policy**

**Introduction**

This policy outlines our commitment to creating a safe and inclusive environment for all participants, free from bullying and harassment. It applies to all attendees, staff, volunteers, and any individuals associated with the event.

**Definition of Bullying**

Bullying is defined as any unwanted behaviour that makes someone feel intimidated, degraded, humiliated, or offended. It can be between adults, children, or both and can include:

* Verbal abuse such as name-calling or spreading rumours.
* Physical assault.
* Social exclusion or isolation.
* Cyberbullying through social media or messaging.

**Policy Statement**

We believe that everyone has the right to enjoy our event without fear of being bullied or harassed. We take a zero-tolerance approach to bullying, and any such behaviour will result in immediate action.

**Responsibilities**

* **Event Organisers:** Ensure the policy is implemented and adhered to.
* **Participants:** Respect others and speak out if they witness bullying.
* **Staff and Volunteers:** Be vigilant and report any incidents of bullying.

**Reporting Procedure**

* Incidents should be reported to event staff immediately.
* A confidential record of the report will be made.
* All reports will be taken seriously and investigated promptly.

**Action Plan**

* Immediate intervention to stop the bullying.
* Support provided to the victim.
* Appropriate disciplinary action taken against the perpetrator.

**Prevention**

* Regular staff training on recognising and preventing bullying.
* Clear communication to participants about the policy.
* Activities that promote inclusivity and respect among attendees.

**Review**

This policy will be reviewed every three years and updated as necessary to ensure it remains effective and relevant.

Date Updated: 27th March 2024