LimbPower	**No: SGCC07**
2.3 Event Anti-Bullying Policy	**Version: 1**
Author: Kiera Roche	**Date: 27th March 2024**

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

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