



# Anti-Bullying Policy

Autism Mentors Ltd – Neurodiversity Mentoring/Support Services

Location: Oxfordshire, UK

Effective Date: 01/09/2025

Next Review Date: September 2026

## 1. Policy Statement

Autism Mentors Ltd is committed to creating a safe, inclusive, and respectful environment for all staff, clients, and families. We believe everyone has the right to be treated with dignity and respect, and bullying or harassment of any kind will not be tolerated.

This policy applies to all individuals involved with our service, including:

- Self-employed staff and contractors
- Clients (children, young people, and adults)
- Parents and carers
- Colleagues and professionals in schools or partner organisations

## 2. Definition of Bullying

Bullying is repeated, intentional behaviour that causes emotional, physical, or psychological harm. It can be carried out by individuals or groups and may involve a power imbalance.

Bullying may include:

- Verbal abuse (e.g. name-calling, shouting, sarcasm)
- Physical abuse or threats of violence

- Social exclusion or isolation
- Cyberbullying (online abuse, social media harassment, harmful content, or online disinformation as recognised under the Online Safety Act 2023)
- Undermining or humiliation
- Discrimination based on neurodivergence, disability, race, gender, sexuality, or religion

Bullying may happen face-to-face, by phone, text, online, or through third parties.

### 3. Our Commitment

We are committed to:

- Providing a working and caring environment free from bullying, harassment, or discrimination
- Responding promptly and seriously to all reports of bullying
- Protecting vulnerable individuals, especially neurodivergent clients who may be more at risk
- Promoting positive behaviour, emotional safety, and respectful communication
- Supporting staff and clients to speak up and report concerns

### 4. Reporting Bullying

Staff or Volunteers

If you experience or witness bullying:

- Report it to your line manager or safeguarding lead:
  - Michelle Wray (Designated Safeguarding Lead)
  - Tel: 07707 764876
  - Email: [Michelle@autismmentors.co.uk](mailto:Michelle@autismmentors.co.uk) | [DSL@autismmentors.co.uk](mailto:DSL@autismmentors.co.uk)
- Concerns will be taken seriously and investigated sensitively

- You will not be penalised for raising concerns (“whistleblowing” is protected)

#### Clients or Families

If a client or parent/carer raises a bullying concern:

- We will investigate and respond promptly
- Support will be offered to both the individual affected and, where appropriate, to the person whose behaviour is causing concern
- Safeguarding procedures will be followed if the concern involves abuse, neglect, or online harm under KCSIE 2025 or the Online Safety Act 2023

## 5. Responsibilities

#### Staff and Contractors

- Model respectful, inclusive, and professional behaviour at all times
- Challenge or report any bullying or inappropriate behaviour you observe
- Foster environments that value neurodiversity and difference

#### Management

- Act quickly and fairly on any reports of bullying
- Provide training and supervision to support a respectful working culture
- Monitor wellbeing and review this policy regularly

## 6. Safeguarding Link

Some forms of bullying may be considered abuse and fall under local safeguarding procedures (OSCP or OSAB). If bullying involves or results in:

- Emotional harm
- Neglect
- Physical or sexual abuse

- Online exploitation, harassment, or harmful content exposure (as per Online Safety Act 2023)

...it must be referred to the Designated Safeguarding Lead (DSL) Michelle Wray immediately and recorded as a safeguarding concern.

- Tel: 07707 764876
- Email: DSL@autismmentors.co.uk

## 7. Prevention and Training


We will:

- Include anti-bullying awareness in staff induction and safeguarding training
- Promote a culture of kindness, empathy, and inclusion
- Encourage feedback and open communication with staff and families
- Provide annual safeguarding and online safety refresher training (aligned with KCSIE 2025, OSCP, and OSAB guidance)

## 8. Policy Review

This policy will be reviewed annually or after any incidents that highlight the need for policy updates, or following legislative/statutory guidance changes.

## 9. Policy Approval

Signed: 

Name: Michelle Wray [Director / Safeguarding Lead]

Date: 1/9/25