

 Incorporating Bromley Scope	Version	2
	Date Ratified	11 th September 2025
	Date for Review	1 st September 2026
	Ratified by	Senior Management Team

Bromley Mencap Training Centre Anti-Bullying Statement

Bromley Mencap Training Centre is committed to ensuring that the learning environment is friendly and supportive. The Training Centre strives towards each learner achieving their learning goals and get the most out of their learning experience, developing both academic and personal skills and confidence.

Every learner should feel safe to learn and socialise with their peers and staff, free from any victimisation, discrimination or poor treatment. The Training Centre values all learners equally, regardless of age, ability, race, gender, gender reassignment, religion, or sexual orientation.

Learners are encouraged to report any concerns of bullying to staff. This will be acted upon in a prompt and effective way. If internal, staff will speak to those involved to get an account of the incident and will always work towards a restorative outcome. If external, staff will liaise with parents/guardians and any wider agencies. All incidents will be recorded on Charity Log.

Awareness of who to speak to regarding any concerns or worries of bullying is covered during learner's induction, as well as during Anti-Bullying Week.

Posters relating to safeguarding are on display around the Training Centre.

Anti-Bullying awareness is covered within the curriculum and delivery of lessons, highlighting the relevance of this topic to the workplace and wider world.

Bullying can be:

- Physical pushing, kicking, hitting, pinching, etc.
 - Psychological tormenting, ridiculing, humiliating
 - Verbal name-calling, sarcasm, spreading rumours
 - Racist racial taunts, graffiti, gestures
 - Sexual unwanted physical contact, abusive or unwelcome remarks
 - Homophobic comments about another learner's sexuality
 - Gender specific or Transphobic comments about someone's gender choice or transgender
 - Electronic via text/ email/ social networking sites also known as cyberbullying
- Cyberbullying is defined as "*the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else*". It can be an extension of face-to-face bullying, but it differs from other forms of bullying in significant ways:
- It may be perceived as anonymous, the actual identity of the perpetrator can be hidden

- Participants can be unconscious perpetrators without understanding the consequences
- The circulation of electronic messages is difficult to control
- The size of the potential audience can be huge.
- Cyberbullying can be traced and tracked to establish proof

All bullying is unacceptable, regardless of its form or reasons given to justify it. We recognise the detrimental impact which bullying can have on an individual's mental health and well-being as well as physical health. Therefore, we take all matters seriously.

In serious cases the Bromley Mencap Training Centre Positive Behaviour Statement and escalation process will be followed.