



Dave and Ewe – Anti-Bullying Policy

Updated: August 2025

1. Purpose and Scope of this Policy Statement

Dave and Ewe works with children, young people, and families through activities including:

- **Animal therapy**
- **Animal care**
- **Children's learning and wellbeing**

This policy aims to:

- **Prevent bullying** between children and young people who are part of our organisation or take part in our activities.
- **Stop bullying quickly** when it occurs and ensure those affected receive appropriate support.
- **Equip staff, volunteers, children, and families** with clear information on recognising, preventing, and addressing bullying.

This policy applies to:

- All **paid staff, volunteers, and students** of Dave and Ewe.

This document should be read alongside:

- Our **Code of Behaviour** for children, young people, and adults.
- Our **Adult-to-Adult Bullying and Harassment Policy**.

2. Definition of Bullying

Bullying is **repeated behaviour** intended to **cause harm**—physically, emotionally, socially, or digitally. This includes, but is not limited to:

- Verbal abuse
- Physical aggression
- Exclusion or isolation
- Spreading rumours
- Cyberbullying (including social media, messaging apps, and misuse of AI-generated content)

3. Legal Framework

This policy is informed by UK legislation, statutory guidance, and safeguarding best practice, including:

- **Working Together to Safeguard Children**
- Relevant legislation on **bullying, harassment, equality, and online safety**.

4. Our Commitment

We believe:

- Children and young people should **never** experience abuse of any kind.
- We have a duty to **promote welfare, keep children safe, and protect them from harm**.

We recognise:

- Bullying causes real distress, can impact health and development, and in some cases causes significant harm.
- All children, regardless of **age, disability, gender identity, race, religion or belief, sex, or sexual orientation**, have the right to equal protection.
- Everyone connected with Dave and Ewe has a **role** in preventing and responding to bullying, both offline and online.

5. Prevention Measures

We will:

- Maintain a **clear code of behaviour** for in-person and online settings.
- Hold **regular discussions** with staff, volunteers, children, young people, and families on bullying prevention.
- Provide **training** on all forms of bullying—including racist, sexist, homophobic, transphobic, disability-related, and sexual bullying.
- Implement **robust reporting and response procedures**.

Discussion topics will include:

- Everyone's responsibility to look out for one another.
- Active listening and respectful communication.
- Celebrating differences and ensuring no one is left without friends.
- Problem-solving in a positive way.
- Checking regularly that our anti-bullying approach is effective.

6. Responding to Bullying

When bullying occurs, we will consider:

- The needs of the person being bullied.
- The needs of the person engaging in bullying behaviour.
- The impact on bystanders.
- The wellbeing of the wider group or team.

We will:

- Record all incidents.
- Take proportionate action based on the severity and nature of the behaviour.
- Offer support, mediation, and restorative approaches where appropriate.
- Review our action plan regularly to ensure lasting resolution.

7. Diversity and Inclusion

We recognise that bullying often relates to differences in identity, background, or ability. We will be proactive in:

- Learning about and celebrating diversity.
- Increasing representation among staff, volunteers, and participants.
- Welcoming and supporting new members.

We are committed to safeguarding:

- Children from Black, Asian, and minoritised ethnic communities.
- d/Deaf and disabled children.
- LGBTQ+ children and young people.
- Children with Special Educational Needs and Disabilities (SEND).

8. Related Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- Managing Allegations Against a Child or Young Person
- Managing Allegations Against Staff and Volunteers
- Staff and Volunteer Code of Conduct
- Equality, Diversity, and Inclusion Policy

9. Contact Details

Nominated Anti-Bullying Lead:

Name: ___David Buscombe_____

Phone/Email: ___Dave@daveandewe.co.uk___

Date of Last Review: 15 August 2025

Signed: __David Buscombe _____

Date: ___15/08/2025___

