



# **Anti Bullying and Harassment Policy**

**Last Updated: April 2026**

## **Anti Bullying and Harassment Policy**

### **Purpose of this policy**

This policy outlines MENT4's approach to preventing and addressing bullying and harassment. It is designed to ensure that all staff, young people, volunteers and partners are treated with dignity and respect, and that any inappropriate behaviour is taken seriously.

MENT4 is committed to creating a safe and respectful environment where bullying, harassment or intimidation are not tolerated.

### **What is bullying**

Bullying is behaviour that is unwanted, repeated and intended to hurt, intimidate or undermine someone.

Bullying may be:

- verbal, such as insults, shouting or threats
- physical, such as pushing or aggressive behaviour
- social, such as exclusion or spreading rumours
- psychological, such as intimidation or manipulation
- online, such as abusive messages or social media behaviour

Bullying can happen between staff, between young people, or between staff and young people.

### **What is harassment**

Harassment is unwanted behaviour related to a person's identity or personal characteristics that violates their dignity or creates an intimidating, hostile, degrading or offensive environment.

This may relate to:

- race or ethnicity
- disability
- gender or gender identity
- sexual orientation
- religion or belief
- age
- any other personal characteristic

Harassment can be a single serious incident or a pattern of behaviour.

### **Our expectations**

MENT4 expects all staff and representatives to:

- treat others with respect and dignity
- communicate appropriately
- avoid behaviour that could cause harm or distress
- challenge inappropriate behaviour where safe to do so
- support a positive and inclusive environment

Bullying or harassment of any kind is not acceptable.

### **Working with young people**

Staff must:

- model respectful behaviour at all times
- not engage in or tolerate bullying
- address inappropriate behaviour promptly
- create safe and inclusive spaces
- support young people who may be affected
- follow safeguarding procedures where required

Young people should feel safe and respected in all MENT4 environments.

### **Examples of unacceptable behaviour**

Unacceptable behaviour may include:

- offensive or discriminatory language
- mocking or humiliating someone
- repeated negative comments
- intimidation or threats
- exclusion or isolation
- inappropriate jokes or remarks
- unwanted physical contact
- online abuse or harassment

This list is not exhaustive.

### **Reporting concerns**

Any concerns about bullying or harassment should be raised as soon as possible.

Staff can report concerns to:

- a line manager
- a senior leader
- a safeguarding lead (if young people are involved)
- through the grievance or complaints process

Concerns will be taken seriously and handled appropriately.

### **Responding to concerns**

MENT4 will:

- listen to all parties
- take concerns seriously
- assess the situation
- take appropriate action
- provide support where needed
- follow relevant procedures

Where young people are involved, safeguarding procedures may apply.

### **Support for those affected**

MENT4 will aim to support anyone affected by bullying or harassment.

This may include:

- supervision or a safe space to talk
- guidance and reassurance
- practical support
- signposting to additional help where needed

### **False or malicious allegations**

MENT4 expects concerns to be raised in good faith. Deliberately false or malicious allegations may be treated as a conduct issue.

### **Breaches of this policy**

Bullying or harassment may result in:

- informal action or guidance
- further training
- formal disciplinary action
- removal from role in serious cases

Serious or repeated behaviour will be treated as misconduct.

### **Final note**

Everyone at MENT4 has a role in creating a respectful and safe environment.

By challenging bullying and supporting one another, we help build a culture where people feel valued and protected.

*This document has been approved by:*

**Luke Peters**  
**Executive Director**

A handwritten signature in blue ink, appearing to read "Luke Peters".

*Helping young people discover what they are MENT4*

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