

ANTI-BULLYING POLICY

Gurdwara Name

Address of the Gurdwara Sahib

Telephone No

Registered Charity Number

The aim of this policy is to communicate the commitment of the trustees to the promotion of the Complaints Policy at NAME OF THE GURDWARA and the hereinafter referred to as the XXXX.

XXXX align their principles and code of conduct on religious matters in line with Rehat Maryada.

### Definition

### Bullying is repeated aggression; verbal, physical or psychological conducted by an individual or group against others. This could involve saying nasty or threatening things, hitting or kicking, teasing or ignoring others.

**Purpose of this policy**

* The purpose of this policy is to promote a consistency of approach, and to create a climate in which all types of bullying are regarded as unacceptable.
* To prevent harassment on the grounds of race, culture, disability, sexuality or gender.
* To show commitment to overcoming bullying by practicing zero tolerance.
* To inform learners, parents and carers of the Gurdwara expectations to foster a productive partnership which helps maintain a bully free environment.
* To make all staff aware of their role in fostering the knowledge and attitudes required to achieve these aims.

**Guidelines**

1. All reports of bullying, no matter how trivial, will be investigated and dealt with by a named member of the committee.
2. All members of the staff are encouraged to report any incidents of bullying they witness. Where bullying has been identified, as opposed to an individual incident, it must be investigated.
3. Referred to a committee member immediately. It is important that a written record is maintained of all incidents the victim can recall. It may be valuable to assign a victim a member of staff whom they feel comfortable with to report any further trouble or anxiety.
4. An investigation will take place as soon as practically possible to ascertain what incidents have occurred and who has been responsible. Facts shall be gained from the victim, not to question or blame the accused bully.

**Document Reference**

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**CONTACT DETAILS**

Name of the Gurdwara / Organisation

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