



Purpose

At Pathway Ponies, we are committed to creating a safe, judgement free, inclusive, and welcoming environment for everyone who participates in our equine-assisted learning, wellbeing, and educational sessions. Bullying of any kind is not tolerated at our stables or within our environment. This policy outlines our approach to preventing and addressing bullying to ensure a positive experience for all.

Definition of Bullying

Bullying is any behaviour, repeated over time, that is intended to hurt, intimidate, or humiliate another individual. This can be physical, verbal, emotional, or social and may occur in person or online. Examples of bullying include:

- **Physical:** Hitting, kicking, or damaging property.
- **Verbal:** Name-calling, insults, threats, or making offensive remarks.
- **Emotional/Social:** Exclusion, spreading rumours, teasing, or isolating someone.
- **Cyberbullying:** Sending harmful or intimidating messages or sharing harmful content online.

Scope

This policy applies to:

- Participants in our sessions.
- Staff, volunteers, and visitors.
- Interactions that occur on-site or off-site if related to Pathway Ponies activities.

Our Commitment

Pathway Ponies aims to:

1. Provide a safe, supportive environment where everyone feels valued and respected.
2. Actively prevent bullying through clear policies, education, and promoting positive behaviour.
3. Address any incidents of bullying promptly, fairly, and sensitively.
4. Encourage open communication, so participants and families feel confident in reporting concerns.

Preventing Bullying

To minimise the risk of bullying, we will:

- Promote a culture of kindness, respect, and inclusion through our values and actions.
- Provide training for staff and volunteers to recognise, address, and prevent bullying behaviour.
- Encourage positive interactions and teamwork in all activities.
- Supervise participants appropriately during sessions and other activities.
- Regularly review policies and procedures to ensure their effectiveness.

Responding to Bullying

If bullying is reported or observed, we will:

1. **Listen and Support:**
 - Ensure the individual feels safe and heard.

- Gather details about the incident, including who was involved and when it occurred.
- 2. **Investigate:**
 - Speak with all parties involved, including witnesses, in a neutral and confidential manner.
 - Record details of the incident to ensure accurate follow-up.
- 3. **Take Action:**
 - Address bullying behaviour with clear consequences and support for behaviour change.
 - Provide support to the individual who was bullied, ensuring they feel safe and valued.
 - Involve parents/carers when appropriate to ensure accountability and resolution.
 - Refer to external support services or authorities if the situation requires further intervention.
- 4. **Monitor and Review:**
 - Follow up with all individuals involved to ensure the issue is resolved.
 - Monitor the situation to prevent recurrence.

Consequences for Bullying Behaviour

Consequences for bullying behaviour will be appropriate to the severity of the incident and may include:

- Verbal or written warnings.
- Temporary or permanent exclusion from Pathway Ponies sessions.
- Referral to external authorities if necessary.

Reporting Bullying

We encourage open communication. Anyone who experiences or witnesses bullying can report it by:

- Speaking to a staff member directly.
- Contacting Pathway Ponies via email or phone.

Support for Those Affected

We are committed to supporting both the individual who was bullied and the individual displaying bullying behaviour. This may include:

- Providing one-to-one support.
- Offering tailored activities to rebuild confidence and social skills.
- Working with families to develop a plan for positive behaviour change.

Policy Review

This policy will be reviewed annually to ensure it remains effective and reflects current best practice.

Last Review Date: 8th November 2024

Next Review Date: 8th November 2025

Approved by:

Carly Flower, Owner of Pathway Ponies

Date: 8th November 2024