



AOTOS Anti-bullying Policy and Statement

AOTOS recognises that bullying causes real distress and can affect a person's health and development. At the extreme, bullying can cause significant harm. AOTOS believes that all members of AOTOS and other Persons in Contact (as defined in the AOTOS Safeguarding Policy) at events and activities have the right to equal protection from all types of harm or abuse. We also believe that every AOTOS member and other Persons in Contact have a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Recognising bullying:

Bullying and harassment include a range of abusive behaviour that is repeated and intended to hurt someone either physically or emotionally.

Preventing bullying:

AOTOS seeks to prevent bullying by:

- Continually practising listening and tolerance skills
- Respecting and recognising the value of diversity.
- Allowing all Persons in Contact a voice within our organisation.
- Providing support and training on dealing with all forms of bullying, including, but not limited to: racial, sexist, homophobic and sexual bullying.
- Putting clear and robust anti-bullying procedures in place.
- Responding quickly and decisively to incidents of bullying, taking into account the needs of all affected persons.

This policy statement has been drawn up in accordance with the AOTOS Equality, Diversity and Inclusion statement, also the AOTOS Code of Conduct. It should be read alongside our Safeguarding Policy and other policies referred to therein.

This policy has been prepared on the basis of legislation, policy and guidance that seeks to protect Persons in Contact and in particular children, young and vulnerable people in the UK. The NSPCC provides summaries of the key legislation and guidance:

- **bullying** [learning.nspcc.org.uk/child-abuse-and-neglect/bullying](https://www.nspcc.org.uk/child-abuse-and-neglect/bullying)
- **online abuse** [learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse](https://www.nspcc.org.uk/child-abuse-and-neglect/online-abuse)
- **child protection** [learning.nspcc.org.uk/child-protection-system](https://www.nspcc.org.uk/child-protection-system)

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