

# Kings Support Group Ltd

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# Kings Support Group Ltd

## Resident Anti-Bullying & Harassment Policy

**Version:** 1.0

**Date Issued:** February 2026

**Next Review:** February 2028

**Approved by:** Director, Kings Support Group Ltd

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## 1. Policy Statement

Kings Support Group Ltd is committed to providing a safe, respectful and inclusive living environment for all residents. Bullying, harassment, intimidation and discrimination have **no place** in our accommodation.

**Every resident has the right to:**

- Feel safe
- Be treated with dignity
- Live free from fear, abuse or intimidation
- Be respected regardless of background or identity

We operate a **zero-tolerance** approach to bullying and harassment. Any behaviour that threatens the wellbeing of another resident will be addressed promptly and appropriately.

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## 2. Purpose of This Policy

**This policy aims to:**

- Prevent bullying and harassment
- Protect residents from harm
- Promote positive relationships

- Encourage early reporting
  - Ensure consistent responses to incidents
  - Support residents affected by bullying
  - Maintain a safe and supportive environment
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### 3. Scope

**This policy applies to:**

- All residents
- Visitors
- Staff and volunteers
- Contractors and professionals attending the property

**It covers behaviour:**

- Inside the property
  - In shared areas
  - Online or via social media
  - During activities, events and community programmes linked to Kings Support Group Ltd
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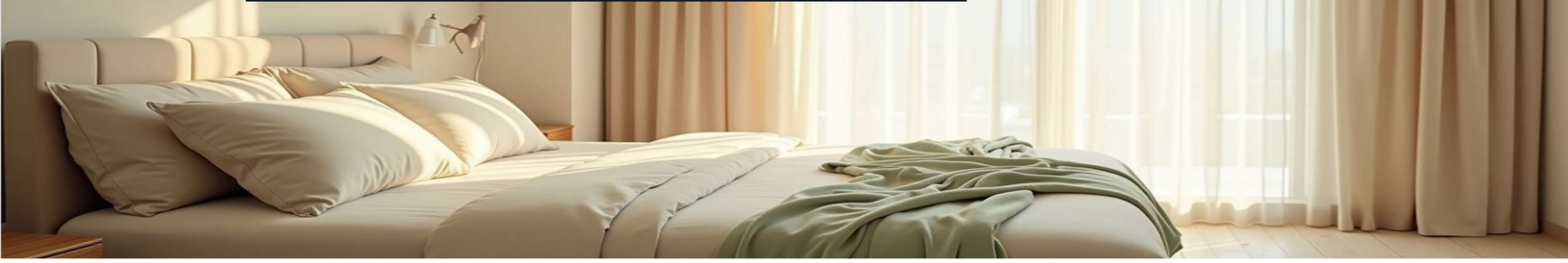
### 4. Definitions

**Bullying**

Repeated behaviour that is intended to hurt, intimidate, humiliate, or control another person.

**This may be:**

- Verbal (shouting, insults, threats)
- Physical (pushing, hitting, spitting, damaging belongings)



- Emotional (exclusion, manipulation, intimidation, gang initiation)
- Cyberbullying (messages, posts, online harassment)
- Financial (stealing, coercing money, bribery, fraud)

## Harassment

Unwanted behaviour that violates someone's dignity or creates a hostile, degrading or offensive environment.

**This includes harassment based on:**

- Race
- Religion
- Gender
- Sexual orientation
- Disability
- Age
- Appearance
- Background or identity

## Hate Incidents/Hate Crime

Behaviour motivated by prejudice or hostility towards someone's identity. **These incidents may be reported to the police.**

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# 5. Examples of Bullying & Harassment

**Behaviours that are not tolerated include:**

- Threats, intimidation or aggressive behaviour
- Name-calling, insults or mocking
- Spreading rumours
- Excluding someone from shared spaces
- Pressuring someone to do things they don't want to do
- Gang initiation
- Stealing or damaging property



- Stealing someone's identity or committing fraud against them
  - Manipulating or controlling behaviour
  - Sexual comments or unwanted advances
  - Harassing someone online or via messages
  - Targeting someone because of their identity
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## 6. Resident Responsibilities

**Residents must:**

- Treat others with respect
  - Avoid behaviour that could harm or intimidate others
  - Report bullying or harassment immediately
  - Cooperate with investigations
  - Support a positive living environment
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## 7. Staff Responsibilities

**Staff will:**

- Take all reports seriously
  - Respond promptly and fairly
  - Protect the resident making the report
  - Record incidents accurately
  - Investigate concerns without judgement or favour
  - Provide support to those affected
  - Take appropriate action against perpetrators
  - Refer to safeguarding or police where necessary
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## 8. Reporting Bullying or Harassment



**Residents can report concerns:**

- To any staff member
- To the Service Manager
- By email: [info@kingsupportgroup.co.uk](mailto:info@kingsupportgroup.co.uk)
- Through an advocate or support worker
- Anonymously (although this may limit the investigation)

We encourage early reporting, *even small concerns matter.*

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## 9. How We Respond to Reports

**When a report is made, we will:**

1. Ensure immediate safety
2. Listen and take the concern seriously
3. Record the incident
4. Investigate promptly
5. Take appropriate action, which may include:
  - Mediation
  - Behaviour agreements
  - Increased monitoring
  - Safeguarding referral
  - Police involvement
  - Ending a resident's placement (for serious or repeated behaviour)

We will keep the reporting resident updated throughout the process.

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## 10. Support for Residents Affected by Bullying

**We will offer:**



- Emotional support
- Safety planning
- Mediation (if appropriate)
- Referrals to external services
- Adjustments to support plans
- Additional check-ins with staff

Your safety and wellbeing are our priority.

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## 11. Consequences for Bullying or Harassment

Depending on severity, consequences may include:

- Verbal or written warnings
- Behaviour contracts
- Loss of privileges
- Increased supervision
- Safeguarding referral
- Police involvement
- Termination of placement

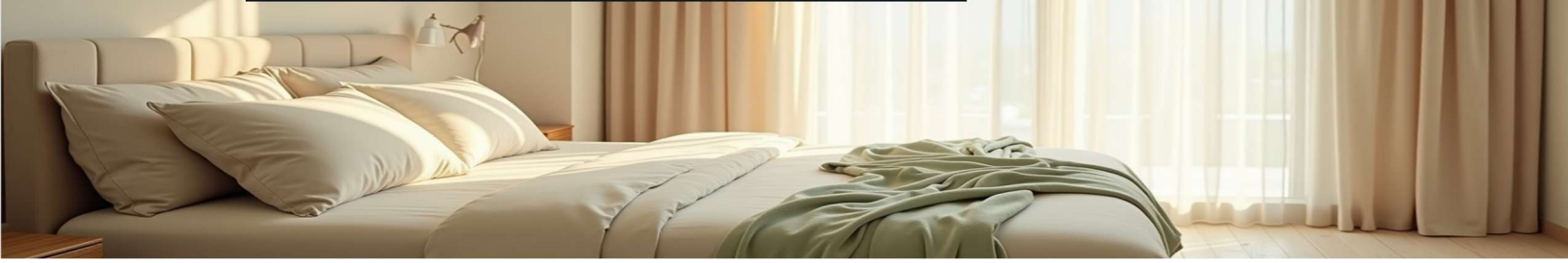
Serious incidents may result in **immediate removal** from the property.

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## 12. Confidentiality

We will keep information confidential unless:

- Someone is at risk of harm
- A crime has been committed
- Safeguarding procedures require disclosure



We will always explain when and why information must be shared.

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## 13. False or Malicious Allegations

We take all reports seriously.

If an allegation is found to be intentionally false or malicious, this will be addressed under the behaviour policy.

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## 14. Policy Review

**This policy will be reviewed:**

- Every **2 years**
  - After any major incident
  - When legislation or best practice changes
  - Following feedback from residents or staff
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