Tackling Bullying Policy

This policy was updated: **November 2017**

This policy will be reviewed: **November 2019**

Statutory policy? **Yes**

Source: **Alternative Provision**

Bullying

If a member of staff has any concerns about a learner being bullied they should follow their safeguarding procedures.

All bullying is unacceptable. We wish to create a caring and supportive service in which no one suffers any form of bullying or discrimination, a place in which kindness and respect for others is strongly encouraged and an environment in which learners, their parents and staff will report bullying, knowing that the issue will be dealt with sensitively.

What is Bullying?

Bullying is behaviour by an individual or group, which is repeated over time and intentionally hurts another individual or group. It is difficult for victims to defend themselves as bullying can take the form of physical, verbal or emotional abuse or can take place via the misuse of cyber-technology (social websites, mobile phones, text messages etc.)
Bullying can be motivated by prejudice against groups on ground of race, religion or belief; sex, gender or homophobia; disability or Special Educational Needs; family/cultural background or because a child is adopted or is a carer. It can result in serious psychological, emotional and/or physical damage.

Some examples of behaviour which would count as bullying include:

- Name-calling and hurtful or discriminatory remarks
- Spreading rumours or gossip about a person
- Attempting to humiliate or isolate someone by exclusion from a group
- Cyberbullying, which involves e-technology. Bullying can happen through texts, blogs, social websites etc.
- Physical violence such as kicking, hitting, pushing, or the threat of violence
- Examples of issues which might make a person feel vulnerable such as: age; physical appearance; a disability; a difficult situation at home; ethnic background; nationality; colour and religion; gender issues including lesbian, gay, bisexual and transgender (this list is not exhaustive)
- Persistent use of unkind comments or actions which may seem trivial in isolation but which, taken together, create a climate where the victim feels unworthy, inferior or excluded

Symptoms of Bullying

Signs of bullying can be difficult to interpret as many of them are the same as signs of other stress-related difficulties. Nevertheless, these symptoms are signs that something is wrong, and they may be the symptoms of bullying:

- Significant changes in behaviour patterns e.g. becoming withdrawn, anxious, disruptive or aggressive
- Beginning to self-harm which could include cutting or changes to eating habits
- Significant changes in sleep or work pattern
- Having unexplained injuries or giving an odd explanation about how injuries happened
- Having possessions go 'missing'
- Being often seen alone

The emotional responses to learners being bullied have resulted in serious harm from their own hands. i.e. 'self-harm' and suicide.

Cyberbullying - What is it?

Cyberbullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself. Several categories of cyberbullying have been identified:

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.
- Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.
- Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- Bullying through instant messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online.
- Bullying via websites includes the use of defamatory blogs (web logs), personal websites and online personal polling sites.

Appendix A

Incident Form

This document is here to guide you through the process and enables you to catch the important information required. This incident should then be put into our management systems

<u>**Incident Report Form**</u>

Name of Student(s) Involved:	
Date:	
Time:	
Venue:	
Staff Present:	

Description of Incident:

Details of Injuries (if applicable):

Outcome of Incident:

☐ Provision and parents/guardians been contacted

☐ Injury/injuries been treated

☐ Safeguarding Officer been informed

Staff Signature

_____

Learner Signature

_____

***All incidents need to be reported within 12 hours of event occurring. Line managers and Safeguarding Officers will need to be contacted. ***