Anti-Bullying Policy

This is a controlled document and, as such, will be kept read only. Any changes must be approved by the Author.

Author	Version No	Date Approved	Review Date
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ANTI-BULLYING POLICY

1.   INTRODUCTION

Our organisation is committed to developing an anti-bullying culture where the bullying of adults, children, or young people is not tolerated in any form. This policy outlines what our organisation will do to prevent and tackle all forms of bullying. It is based on DfE guidance "Preventing and Tackling Bullying" (July 2017) and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education 2023". Reference has also been made to Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for organisations". The policy has been adopted with the involvement of our whole organisation.

2.   SCOPE OF THE POLICY

This policy applies to all learners, staff, and stakeholders of Hatfield Wick Education (HWE).

3.   RESPONSIBILITIES

Operations Director: Communicates this policy across our organisation and ensures that disciplinary measures are applied fairly, consistently, and reasonably.

CEO and Founder: Takes overall responsibility for the implementation and application of this policy.

All Staff: Support, uphold, and implement this policy.

Parents/Carers: Support their children and work in partnership with the organisation.

Learners: Understand this policy and why it is important.

4.   DEFINITION

Bullying can be defined as "behaviour by an individual or a group, repeated over time, that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying" July 2017)

— Forms and Types of Bullying Covered by This Policy

— Bullying related to physical appearance

— Bullying of young carers, children in care, or otherwise related to home circumstances

— Bullying related to physical/mental health conditions

— Physical bullying

— Emotional bullying

— Sexual bullying

— Bullying via technology known as online or cyberbullying

- Prejudicial bullying (against people/learners with protected characteristics)

5. ORGANISATION ETHOS

In our organisation, we strive to create a happy, safe, and caring learning environment where everyone feels safe. All cases of bullying are serious, and any behaviour that adversely affects the wellbeing of another will not be tolerated.

6. AIMS

- Prevent, de-escalate, and/or stop any continuation of harmful behaviour.

- React to bullying incidents in a reasonable, proportionate, and consistent way.

- Safeguard the learner who has experienced bullying and provide support.

- Apply disciplinary sanctions to the learner causing the bullying and ensure they learn from the experience.

7. RECOGNISING THE INDICATORS THAT BULLYING IS OCCURRING

Learners who are being bullied may show changes in behaviour such as becoming shy and nervous, appetite irregularities, feigning illness, refusing to attend, or clinging to adults. Staff must be alert to these signs and act promptly.

8. UNDERSTANDING WHY BULLYING IS OCCURRING

Bullying involves an imbalance of power between the perpetrator/s and victim. This could involve physical, psychological, or social imbalances. We review the reasons why bullying is occurring on a case-by-case basis.

9. IMPLEMENTATION

Preventative strategies include:

- Using our extensive knowledge of learners and strong relationships with home to recognize any changes.

- Changes to individual behaviour plans.

- Functional assessments to understand behaviour changes.

- Talking to learners about issues of difference.

- Ensuring appropriate supervision.

- Monitoring and filtering software to protect against cyberbullying.

10.   LEARNERS

Victims: Will be supported by immediate support and reassurance, restoring self-esteem and confidence, and participating in restorative justice conversations where appropriate.

Bullies: Will be informed that their behaviour is inappropriate and must stop, and parents/carers will be informed to help change the behaviour.

11.   MONITORING, EVALUATION, AND REVIEW

The organisation will review this policy every year and assess its implementation and effectiveness through incident reports and ongoing feedback from staff and learners.

12.   EQUAL OPPORTUNITIES

Diversity of cultures is represented in the books, display materials, and equipment used within the organisation. Activities are organized to give learners the opportunity to share, respect, and appreciate a wide range of cultures.

13.   USEFUL LINKS AND SUPPORTING ORGANISATIONS

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: https://carers.org/about-us/about-young-carers

The Restorative Justice Council: https://restorativejustice.org.uk/restorative-practice-schools

14.   SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

15. CYBERBULLYING

Childnet: www.childnet.com

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

The UK Council for Child Internet Safety (UKCCIS): www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

DfE 'Cyberbullying: advice for headteacher/principals and organisation staff': www.gov.uk/government/publications/preventing-and-tackling-bullying

DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

16. RACE, RELIGION, AND NATIONALITY

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org/take-action/resources

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Tell Mama: www.tellmamauk.org

Educate against Hate: www.educateagainsthate.com

Show Racism the Red Card: www.theredcard.org

17. LGBT

Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

Metro Charity: www.metrocentreonline.org

EACH: www.eachaction.org.uk

Proud Trust: www.theproudtrust.org

Organisations Out: www.schools-out.org.uk

18.   SEXUAL HARASSMENT AND SEXUAL BULLYING

Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters

Anti-bullying Alliance: advice for organisation staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying

DfE research into anti-bullying practices: www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying

19.   LINKED POLICIES

Child Protection and Safeguarding Policy and Procedures

Data Protection and Data Security Policy

Equal Opportunities Policy

Learner Support Policy

Positive Touch Policy

Quality Assurance Policy

Safeguarding Policy