

**ANTI-BULLYING POLICY**

**STEPPING STONES SCHOOL**

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| **YOUNG FOUNDATIONS LIMITED– CHILDREN’S HOMES & SCHOOLS PROCEDURES****TITLE: ANTI BULLYING ISSUE 4: JANUARY 2015****COMPILED BY: POLICY TEAM REVIEWED: AUGUST 2020****VERSION: 3 NEXT REVIEW: AUGUST 2021** |

 ***Overview:***

*Young Foundations is committed to addressing all forms of bullying in line with the relevant guidelines within each of the following Government Regulations and Standards:*

*Keeping Children Safe in Education 2019*

*SEN Code of Practice 2015*

*The Education and Inspections Act 2006*

*Independent School Standard Regulations 2010*

*The Equality Act 2010*

*The Children Act 1989*

*Protection from Harassment Act 1997*

*Malicious Communications Act 1988*

*Communications Act 2003*

*Public Order Act 1986*

**Statement of Intent:**

We are committed to providing a caring, friendly and safe environment for all of our residents and day pupils so they can live and/or be education in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Schools. This includes bullying related to a person’s age, disability, mental health, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

If bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING company*. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

**What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

* Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
* Physical pushing, kicking, hitting, punching or any use of violence
* Racist racial taunts, graffiti, gestures
* Sexual unwanted physical contact or sexually abusive comments
* Homophobic because of, or focusing on the issue of sexuality
* Verbal name-calling, sarcasm, spreading rumors, teasing
* Non verbal body language , gestures,(social exclusion
* Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera &video facilities
* Peer on Peer Abusing a peer in any circumstance

Bullying is also any hostile or offensive action against lesbians, gay males, bisexual or transgender people, or those perceived to be lesbian, gay, bisexual or transgender.

* These actions might be:
* verbal, physical, or emotional (social exclusion) harassment, insulting or degrading comments, name calling, gestures, taunts, insults or 'jokes'
* offensive graffiti
* Humiliating, excluding, tormenting, ridiculing or threatening refusing to work or co-operate with others because of their sexual orientation or identity.

**Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Residents who are bullying need to learn different ways of behaving.

Young foundations have a responsibility to respond promptly and effectively to issues of bullying.

**Objectives of this Policy**

* All staff and all pupils should have an understanding of what bullying is.
* All staff and all pupils should know what the policy is on bullying, and follow it when bullying is reported.
* As a Company we take bullying seriously. All pupils should be assured that they will be supported when bullying is reported.
* Bullying will not be tolerated.

**Procedures:**

1. Report bullying incidents to staff
2. In all cases of bullying, the incidents will be recorded by staff
3. In serious cases parents/social workers/relevant others should be informed, RIVO will be competed and in certain circumstances, parents/carers will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted and a safeguarding referral made.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

**Recognising Bullying:**

If a resident is being bullied or bullying, they may talk about it or they may:

* Look less happy
* Complain of being unwell
* Avoid certain activities
* Change their behaviour, e.g. tantrums, wetting or sleep problems
* Be unwilling to talk about their day
* Have cuts and bruises
* Have money or items that they would not normally have.
* Not want to wear their glasses
* Take things from the home to give to other resident

**Measures to Prevent Bullying:**

Young Foundations is committed to addressing all forms of bullying in line with the relevant guidelines within each of the following Government Regulations and Standards:

[*https://www.gov.uk/government/publications/keeping-children-safe-in-education--2*](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2)*020*

In line with the law, Young Foundations understand that as a school we must have measures in place to prevent all forms of bullying.

The Independent School Standards Regulations 2015 <https://www.gov.uk/government/publications/regulating-independent-schools>

provide that the proprietor of an independent school is required to ensure that an effective anti-bullying strategy is drawn up and implemented. This document addresses this need.

**The Equality Act 2010** replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims.

1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations between people who share a protected characteristic and people who do not share it.

Young Foundations supports these aims through its staff recruitment, training and support, policies and procedures maintaining expectations that ALL staff apply this duty

* We value kindness
* We take all reports of bullying behaviours seriously
* We talk about bullying behaviour
* We value each person as an individual
* We encourage pupils to talk and listen
* We encourage people to have respect for others
* We practice ways of expressing our feelings and sorting our problems
* We reward good behaviour
* We show and tell residents what kind of behaviour we expect
* We listen to relatives and carers
* We monitor places where bullying may occur

**How can you help to prevent Bullying?**

* Everybody gets angry; help residents to express it without hurting others
* Don’t tell them to retaliate
* Talk it through
* Encourage resident to share their feelings e.g. happiness, anger, frustration, sadness, joy, excitement
* Encourage them to tell a member of staff straightaway if they get hurt within the home
* Encourage residents to share and have fun with other residents in the home
* Praise residents when they sort out problems by talking, rather than by hurting others

**Allegations of Bullying**

Staff must ensure that:

* All allegations of bullying are listened to and discussed with the Head of Education immediately.
* The pupil who has disclosed being bullied is safe and not at risk of further harm.
* That relevant risk assessments are completed.
* Strategies are developed with the resident, social worker and any other relevant person.
* Staff to communicate effectively, both verbally and in writing around all bullying issues and measures being employed to reduce any further risk.
* Pupils are kept fully informed of any decisions made.
* Staff to work proactively with residents who present with bullying behaviour.
* Pupils are asked for feedback in relation to how their allegation was dealt with.

**All staff will create an atmosphere where bullying is known to be unacceptable.**

* Bullying should be discussed openly with all pupils and this will be accomplished within individual key worker sessions and within tutorial meetings.
* As part of the admission process all residents will be made aware that bullying is unacceptable and what to do if they are being bullied or witness another resident being bullied.
* Pupils will be encouraged to view bullying as a problem for everyone and not just an individual issue. They will be encouraged to intervene where appropriate or to bring staff assistance immediately.
* All staff will act as appropriate role models and will not engage in any sort of bullying, verbal abuse or fun fighting. They will receive training in identifying bullying and also around risk assessing bullying behaviour.
* Any member of staff who witnesses bullying behaviour will deal with the situation immediately. Where necessary advice and guidance will be sought from colleagues and risk assessments will be undertaken to ensure that any further risk is reduced. Staff will act immediately to prevent the bullying from continuing. The pupils local authority/social worker and parent will be informed of all incidents of bullying and accurate records kept.
* All pupils are supported by staff when raising bullying as an issue.
* Serious bullying, leading to injury or threat of injury must be reported to the Head of Education who will refer the situation to the Local Authority Team Manager in relation to safeguarding procedures. The pupil should be made aware of any action being taken and kept up to date with decisions.
* The Head of Education will ensure that risk assessments are carried out at regular intervals and include the times, places and circumstances in which the risk of bullying is greatest and takes action where feasible to reduce or counteract the risk of bullying.
* Bullying is discussed at team meetings on a regular basis and the views of the pupil are sought.
* Advice is made available to residents who bully.
* Support is available to those who are victims of bullying.

**Safeguarding children and young people:**

Under the Children Act 1989, a bullying incident will be addressed by Young Foundations as a child protection concern when there is ‘reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm’. Staff follow company P&P and report their concerns to their local authority children’s social care.

**Criminal law:**

Young Foundations acknowledge that although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. For example, Young Foundations take seriously any electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

**HELP ORGANISATIONS:**

Advisory Centre for Education (ACE) 0808 800 5793

Parent LIne Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

If you would like more information on homophobic bullying or the support available for the gay, bisexual, lesbian and transgender community, please contact the following specialist organisations:

[Anti-Bullying Network](http://www.antibullying.net/homophobic2.htm)

[Stonewall](http://www.stonewall.org.uk)

[DfE](https://www.gov.uk/government/organisations/department-for-education)

[The Intercom Trust](http://www.intercomtrust.org.uk/goodschools)

[Families and Friends of Lesbians and Gays](http://www.fflag.org.uk)

[Joint Action Against Homophobic Bullying](http://www.intercomtrust.org.uk/goodschools.htm)

[EACH](http://www.eachaction.org.uk)

**Legislative Links:**

[Preventing and Tackling Bullying](https://www.gov.uk/government/publications/preventing-and-tackling-bullying)

[Education and Skills Act 2008](http://www.legislation.gov.uk/ukpga/2008/25/contents)

[Education Act 2002](http://www.legislation.gov.uk/ukpga/2002/32/contents)

[Education Act 1996](http://www.legislation.gov.uk/ukpga/1996/56/contents)

[School Standards and Framework Act 1998](http://www.legislation.gov.uk/ukpga/1998/31/contents)

[Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education)

[Working Together to Safeguard Children](http://media.education.gov.uk/assets/files/pdf/w/working%20together.pdf)

 [The Equality Act 2010](http://www.legislation.gov.uk/ukpga/2010/15/contents)

[Children Act 1989](http://www.legislation.gov.uk/ukpga/1989/41/contents)

[Care Standards Act 2000](http://www.legislation.gov.uk/ukpga/2000/14/contents)

[National Minimum Standards for Residential Special Schools](http://media.education.gov.uk/assets/files/pdf/n/nms%20residential%20special%20schools%20published%20november%202012.pdf)

[National Minimum Standards for Children’s Homes](http://webarchive.nationalarchives.gov.uk/20130401151715/https%3A/www.education.gov.uk/publications/standard/publicationDetail/Page1/DFE-00030-2011)

**Further information:**

DfE Behaviour and Discipline in Schools Guidance.

Supporting children and young people who are bullied: advice for schools

**Cyber-Bullying:**

ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves

**SEND:**

**Mencap:**

Represents people with learning disabilities, with specific advice and information for people who work with children and young people

**Changing Faces:**

Provide online resources and training to schools on bullying because of physical difference

**Cyberbullying and children and young people with SEN and disabilities**:

Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.

**Show Racism the Red Card:**

Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.

**Kick it Out:**

Uses the appeal of football to educate young people about racism and provide education packs for schools.