



Anti Bullying Policy

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Name	L. Graham/S.Davies	Signature	
Designation	Registered Person/ Head of Care	Date	March 2016

Anti Bullying Policy

Policy Statement: The Children's Homes (England) Regulations 2015

'The protection of children standard 12.-(1) The protection of children standard is that children are protected from harm and enabled to keep themselves safe.'

'The positive relationships standard 11.- 8.1- bullying is a behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can be in many forms and this standard's references to bullying cover bullying of any kind or description.'

This policy should be read in conjunction with Our Place Schools Safeguarding Children and Protection of Children Policy.

Children, staff and visitors to Our Place should all feel welcome, safe and happy. The school strives to ensure this through the ethos, structure, education and training provided so that our children can thrive and develop to their full potential.

Bullying of any kind will disrupt a child's peace of mind and affect their learning and their social development. It denies them an equal opportunity to achieve and everyone has a responsibility to prevent this occurring.

Bullying is a difficult concept for children with severe learning difficulties to comprehend and as such is unlikely to be demonstrated by children at the school. We are, however, aware that inappropriate behaviour which could be interpreted as bullying is possible and we would wish to modify it where we reasonably can.

The school is committed to protect all children from situations in which one person's behaviour is detrimental to the well being of another. Such identified behaviour will result in action through the introduction of appropriate measures to protect and support the vulnerable child and identify behaviour change programmes for the perpetrator. The behaviour recording/monitoring systems employed by the school will identify any potential problems.

This policy has been written with advice taken from the DCSF and OFSTED and includes some strong terminology. It is written to raise awareness of the need to identify behaviours that could affect the well being of others and act appropriately to protect and mediate. No child at Our Place should ever be labelled as a 'bully'.

If a situation arises where a child is seen to be a victim of another's behaviour then appropriate action is taken urgently, this policy will identify the behaviours that may cause concern and the actions needed to be taken by staff. Staff should feel confident in their ability to protect the children and help the perpetrator with the behaviour that they are demonstrating. Children should, where possible be able to access information in relation to bullying and have access to a method of communicating to staff any problems or concerns that they may have in connections to another persons behaviour.

Aims- Our Place

- Supports staff to identify and tackle bullying appropriately
- Ensure as far as possible that children are aware that all bullying concerns will be dealt with sensitively and effectively
- Report back quickly to parents and social workers regarding their concerns on

bullying

- Seek to learn from anti-bullying good practice and utilise the support of placing authorities and all relevant statutory and voluntary organisations where appropriate

Our policy and practice is to be:

- Promoted by staff on behalf of developmentally young or children with severe learning disabilities or those unable to advocate for themselves
- Aimed as prevention of bullying behaviour through behaviour management programme, individual behaviour plans and the PSHE curriculum
- Supportive of both victim and perpetrator

Definitions of Bullying

The Oxford English Dictionary Definition

- *Bully* - "A person who makes himself or herself a terror to the weak or defenceless."
- *Bullying* - "To intimidate, to abuse."

Our Place uses the definition

- ***Bullying is an action that, over a period of time is physically or mentally harmful.***

This can take the form of:

- Name calling
- Teasing
- Racist remarks
- Violence
- Threatening violence
- Isolation
- Ridicule
- Indirect action such as unpleasant gossip
- Anxiety provoking behaviour
- Playing on a child's obsessions
- Deliberate use of 'trigger' words or actions to upset a child
- Manipulation or incitement to bullying
- Taking or mistreating things belonging to other children

Strategies to Tackle Bullying

Anti bullying Education

Staff will be good role models for children and will manage children and potentially difficult situations proactively and positively.

Pupils will be taught appropriate interaction and response strategies through structured social communication activities in class lessons, whole school assemblies, PHSE lessons and through drama and role model techniques. Children will also be taught appropriate strategies to combat bullying behaviours using similar activities. Symbols and pictorial information will be used to assist these pupils with limited understanding of the spoken word or for whom English is not their first language.

Our Place promotes feelings of self-esteem and well-being across all areas of a child's life in the home. Children are encouraged to undertake activities to promote these feelings to others, providing each other with positive acknowledgement of effort, skill or action.

Other Preventative Measures

Our Place recognises that there are certain times when children are more vulnerable to being bullied within the school and home by other children and that some of the children accommodated within Our Place display opportunistic behaviour and will use certain situations in which to bully other children.

These situations can include:

- Communal times in communal areas including the family room, quiet sitting room or dining rooms in the home and assemblies or whole class times in school
- Whilst travelling in the cars alongside other children
- If one child is having time alone in the home especially in bedrooms where another child can intimidate them or gain uninvited access to their personal space

Our Place actively promotes raising the awareness of staff caring for children to possible bullying by training in induction and ongoing professional development including the NVQ programmes and safeguarding children training.

Risk assessments are completed for all activities including on site and off site activities. The risk of bullying and aggression forms part of the risk assessment and staff are trained to effectively carry out accurate risk assessments. Staffing in these situations is adjusted as part of the identified control measures necessary to reduce the risk of bullying.

Any child who shows either risk or history of bullying behaviour towards other children who are assessed as being particularly vulnerable will have an increased permanent level of supervision and these needs are identified clearly in their individual behaviour plan within their placement plan. This information is updated regularly by Key Workers and any particular risk will be highlighted on the child's general risk assessment.

Risk assessments will identify vulnerable children. Staff will employ strategies to prevent bullying occurring. Individual behaviour plans will inform staff of appropriate strategies to protect the vulnerable and encourage positive behaviour in the protagonist.

Children and staff need to be aware that bullying can be inflicted by staff, children and visitors. All incidents are to be treated with equal seriousness and reported through the Complaints Procedures or safeguarding guidelines utilising 'Cause for Concern' reporting.

If staff are aware of bullying outside of the school community that affects the child, this should also be reported.

When Bullying Occurs

All staff will be vigilant for signs of bullying and will always take reports of incidents seriously.

Staff must be prepared to advocate for children who are the subject of bullying but are unable to advocate for themselves.

Children are to be encouraged to report any incidents of bullying to an adult within the school community. Key workers and education staff should give children frequent opportunities to talk about issues that may be affecting their well being. Records of concerns and their outcomes are to be maintained in the child's Permanent File.

Appropriate, differentiated support is available to help children identify their problems and express their feelings. Through the use of-

- Key worker meetings
- Independent Advocacy
- Placing authority social worker
- Families
- On site therapists
- Independent Regulation 44 visitor

All incidents relating to bullying must be recorded on an incident form, and identified as 'Safeguarding Children'. As such it will then be forwarded to the Senior Management Team who will start the investigative procedure. An investigation will normally be conducted by an interdisciplinary team supporting both the victim and the perpetrator. The identified person or team will provide support action plans for both children within seven days.

Parents/Guardians and Social Workers will be asked to respond in writing to the action plan presented.

Incidents of bullying that involve violence may be considered a Health and Safety issue; such cases are to be forwarded to the Education & Therapies Coordinator and Safeguarding Officer's immediately and may require reporting to placing authorities and the National Care Standards Commission.

Practice

- All concerns raised about bullying of both children and adults will be thoroughly investigated.
- A written record of incidents, investigation and outcome will be maintained.
- Our Place will ensure that action is taken to prevent further incidents.
- Staff will be trained in awareness of bullying and the actions to take if a problem is identified.
- The School will provide support for both the victim and the bully.
- Parents, staff and residents are made aware of the School's Complaint Procedure.

Advise for Staff and Parents/Guardians

- Watch for signs of distress, e.g. reluctant to return to school, headaches/stomach aches that match activities or groups.
- Watch for possessions going missing, unexplained bruising or marks, damaged belongings or clothing.
- Identify any negative relationship patterns.
- Communicate with children about activities, likes and worries.

- Note any increase in negative behaviour or any signs of increased anxiety, look for any possible origins for these, consult with senior staff about involving the psychologist
- Any concerns that a child may be bullied should be reported to the Senior Management Team at the earliest opportunity.

References and useful information

Bullying Online- www.bullying.co.uk

Kidscape www.kidseape.org.uk, 2 Grosvenor Gardens, London SW10DH- 02077303300

Teachernet - www.teachernet.gov.uk

DCFS ' Bullying: Don't suffer in silence'

www.childrenssociety.org.uk

Childline 08001111

The Samaritans 08457909090

This policy works in conjunction with Our Place Safeguarding Policy and the local authority safeguarding policy see P (OP1)- Our Place Schools Safeguarding Policy