

Independent Educational Services Ltd

Against Bullying Policy

Definition of Bullying

Bullying is any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects abuse of power and is difficult for victims to defend themselves against. Independent Education Services Ltd (IES) take the stance of being against bullying and all forms of bullying and will act to promote an anti-bullying climate where young people and staff thrive and make progress in their lives. Many SEMH young people have been either a witness to, a victim of, or a perpetrator at some point in their histories.

Types of Bullying

Bullying takes many forms, including but not limited to:

- Physical aggression - hitting, kicking, taking possessions
- Verbal aggression - name calling, insulting, offensive remarks, nuisance calls
- Indirect social exclusion - leaving someone out, ignoring someone, spreading malicious rumours
- Racial - directed against someone because of their ethnicity or culture
- Gender - directed against someone because of their gender
- Sexual - (including homophobic) directed against someone because of his or her sexuality
- Financial – attempting to control another person through financial means
- Cyber – bullying another person through social media/texting

Prevention of Bullying

Audit

Audits of bullying are to be carried out periodically to identify level and nature of bullying that may take place, particularly in relation to our changing worlds (e.g. cyber bullying and social media). All incidents of bullying are to be recorded on RM Integrus.

Curricular approaches to bullying

The curriculum can be used to raise awareness about bullying and the anti-bullying policy. It can increase awareness for victims and help to build an anti-bullying ethos. It can also teach pupils how to manage their relationships with others. This awareness raising can be done through

PSHE, Literacy, Drama, History and Religious Education, SEAL, using discussion, drama, circle-time and role-play.

Issues to be explored include:-

- What is bullying?
- Why do people bully each other?
- How does it feel to be bullied?
- What are the effects of bullying?
- Why should we try not to bully each other?
- How can we stop bullying?

Assertiveness

Pupils should be encouraged not to be passive about bullying by:-

- Not allowing someone to be deliberately left out of a group
- Not smiling or laughing when someone is being bullied
- Telling a member of staff about bullying
- Encouraging the bullied pupil to join in with their activities
- Telling the bullying pupil to stop
- Showing the bullying pupil they disapprove of their actions

Reporting and Recording

Pupils are encouraged to report incidents of bullying to a member of staff.

Staff should follow this up by investigating the incident as soon as possible and at least on the same working day, following Child Protection Policies if applicable.

A record of the facts of the incident should be kept including where appropriate accounts by both the bullied and the bully.

All incidents of bullying are to be recorded on RM Integris, and where applicable passed onto the

Designated Safeguarding Leads (Shaun Major, Natalie Lodge & Gemma McCusker).

Original Policy Written: September 2012

Revised: March 2017

Reviewed June 2018 by Natalie Lodge

Dealing with Bullying

Bullies should be encouraged to think about why they are bullying and the effect it has on their victim.

Mediation should be used where appropriate.

All staff, who have regular contact with the individuals concerned, should be made aware of the fact that bullying has taken place.

Ensure that opportunities for bullying are minimised.

Individual Behaviour Plans may apply to pupils who bully.

The Five Key Area Independent Educational Services Ltd aims to support:

1. We aim never to ignore suspected bullying.
2. We do not make premature assumptions.
3. We listen carefully to all accounts (several individuals saying the same, does not necessarily mean they are telling the truth).
4. We will adopt a problem-solving approach, which moves individuals on from justifying themselves.
5. We follow-up repeatedly to ensure no bullying continues.

Sanctions

The Directors acting in their role will determine the level of sanction and take account of the level of the incident and any past history of bullying.

Staff training

All staff will be given anti-bullying awareness training during their induction period at IES by staff who have previously been trained on how to deal with bullying. Incidents of bullying will be recorded on RM Integris and any relevant information shared with staff during the morning meeting.

Incident Agenda

The recommended sequence to deal with a bullying incident:-

1. Victim and bully counselled by member(s) of staff
2. Incident recorded on RM Integris and appropriate adults informed
3. Sanctions (where appropriate) for the bully
4. Access to on-site counsellors (CPCAB trained) if necessary
5. Input from Educational Psychologist(s) where necessary as part of individualised programme

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If Incident Continues

1. Further counselling for victim and bully
2. Further sanctions (where appropriate) for the bully
3. Discussions with Parents and/ relevant others
4. Strategy developed between all relevant parties including the perpetrator.

If The Incident Still Continues

1. Exclusion from school and alternative education explored until young person is assessed to be safe to other service users on site and not present an unduly risk to other young people
2. Continued support for the victim including additional alternative educational input/ therapeutic input as required and prescribed by support team