

Countering Bullying Policy 2018

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1 Legislative Framework and Guidance

[1] Regulation 12: The protection of children standard.

[2] Guide to the protection of children standard.

[3] Equality Act 2010.

This document sets out Tumblewood’s policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances (zero tolerance) and that it is best prevented through the development of a community ethos based on mutual respect, fairness and equality. It also acknowledges that bullying behaviour is problematic for the victim and perpetrator alike and embodies support and management strategies that are pragmatic and non-oppressive.

2 Outcome

Tumblewood's aim of this policy is to:

- a. Comply with Tumblewood's statutory responsibility with respect to the rights of children and young people, the safeguarding and promotion of children and young people's welfare.
- b. Clarify Tumblewood's responsibility in responding to incidents of bullying and reassure parents and carers that Tumblewood takes young people's welfare seriously and that they are being educated and cared for in a safe and secure environment.
- c. Counter bullying by
 - a. emphasising to staff, children and young people, and their parents and carers that Tumblewood has a zero tolerance attitude towards bullying behaviour and make sure that children and young people are protected from bullying.
 - b. dealing with any instances of bullying promptly and efficiently.
 - c. Eliminating intimidating behaviour and addressing the problem of bullying, bringing it under control through the implementation of whole-community policy and procedures.
- d. Promote a community and school in which each young person is safe and able to realise their full potential.

3 Definition of Bullying

There is no legal definition of bullying but it is generally defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Any interaction between a child or group of children with another, more powerful person or group may involve bullying. If the interaction is **perceived** or **intended** to cause hurt, pain, suffering, humiliation or degradation to the child or young person, then it should be treated as an incident of bullying and investigated.

4 Forms of Bullying

Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is in care, adopted or has caring responsibilities.

Bullying behaviour may be direct or indirect.

4.1 Direct bullying

includes:

- physical violence – being hit, punched, kicked etc
- verbal assaults and taunts - including name-calling and hurtful personal comments
- threats and intimidation – this may be threat of physical violence or being told to hand over money, personal property, sweets, etc. This also includes being warned as to the consequences of 'telling'
- destruction of property
- extortion
- unwanted sexual interest or contact

4.2 Indirect bullying

includes:

- ignoring and the withdrawal of friendship
- social exclusion and isolation – including being deliberately excluded from activities
- malicious gossip and spreading rumour
- abusive or oppressive graffiti
- cyber-bullying via text messages or the internet

4.3 Cyberbullying

Cyberbullying is defined as - bullying via technology such as mobile phone or online (for example email, social networks, instant messenger and gaming sites).

Cyberbullying is as serious as any other type of bullying and the effects can be devastating for the children/young people involved.

Any instances of cyberbullying **must be** reported as a bullying incident.

In cases of **illegal content** for example indecent images or videos of children and young people under 18 should be reported to Wiltshire Police and the Internet Watch Foundation report.iwf.org.uk/en

5 Signs and Symptoms of Bullying

The signs and symptoms listed below may be the result of bullying and are significant warning signs to be investigated:

5.1 Physical Signs

Injuries that are not adequately explained	eg. teeth marks, bruises etc
History of bruising, injuries, accidents	
Injuries getting progressively worse, or occurring in a time pattern	e.g. every Monday morning, or after visits to a particular place or person
Bruised eyes, especially if both at once	A doctor can tell if the injury is spread-bruising from an accidental bump to the nose or a fist to

the eye

5.2 Other Signs that bullying may be a part of a child's/ young person's life:

Poor or deteriorating schoolwork where a child/young person has normally been a good achiever
Erratic attendance at school if normally good, running away behaviour
Problems with sleeping, bed-wetting, nightmares
Possessions often lost, dirtied, destroyed, spectacles often broken
Reluctance to go out, always seeking the presence of adults
Reluctance to attend doctors, or LAC nurse medical
Reluctance to be at home at the same time as other children/young people, change in habits, avoiding certain people
Unhappy, withdrawn isolated behaviour
A new tendency to stammer
Lack of appetite, anorexia, bulimia, excessive comfort eating
Aggressive eruptions, tantrums
Constant attention seeking, over pleasing, compliant behaviour
Indications of alcohol, drug or substance abuse
Promiscuous sexual behaviour
Attempted suicide

Tumblewood staff need to remain vigilant for any changes to a child's behaviour that might be a sign of bullying, and report any concerns to their Team Leader and the Designated Safeguarding Lead.

6 Tumblewood's Approach to Prevent Bullying

All staff involved in the education or supervision of children and young people are aware of the possibility of bullying and the need to apply Tumblewood's policy of zero-tolerance consistently when episodes of bullying are witnessed or reported.

Staff constantly reinforce the message that bullying is unacceptable, and take positive action to prevent and control it.

Bullying is raised with young people in several ways including:

Community Meetings

When young people are informed of Tumblewood's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.

All staff and children are informed regularly of any changes to the anti-bullying policy.

Regular surveys regarding the young people's views on the extent of bullying at Tumblewood and how safe they feel at Tumblewood are undertaken.

This could be completed in conjunction with the School Council and discussed at Community Meetings.

School

During PHSE and during the group work programme ("project weeks") - when the reasons for differences between people can be discussed, and recognised as a positive aspect of a healthy society.

In PHSE - where aspects of history such as the slave trade can be discussed.

One to One

Children or young people who are felt to be at risk of bullying (or who have suffered from bullying in the past) are offered additional support and guidance.

Young people who have bullied others are given advice and support to help them to understand that their behaviour is unacceptable, and taught strategies to control their behaviour and prevent further incidents.

Other protection measures

Tumblewood recognises that young people may be more vulnerable to bullying during unstructured time. Arrangements are made for adequate supervision at such times to reduce the risk of bullying incidents.

There are locations about the community in which incidents or bullying are more likely to occur and these locations are properly supervised.

Young people are encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. Staff respond positively, taking the concern seriously and ensuring that the matter is fully investigated.

Tumblewood makes sure all children and young people understand the Home's approach and the part they can play to prevent bullying including when they find themselves as bystanders. We make it as easy as possible for children and young people to report bullying so that they are assured that they will be listened to and incidents acted on, and that they can openly discuss the cause of their bullying, without fear of further bullying or discrimination.

Tumblewood openly discusses differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. We teach children and young people in our care that using any prejudice based language is unacceptable.

Tumblewood works with the wider community such as the police to tackle bullying.

There are posters displayed in the children's areas to remind them that bullying is unacceptable.

If a bullying problem becomes evident, community meetings will be used to air grievances and to re-state Tumblewood's approach to bullying. Caseworkers or an assigned staff member will undertake individual sessions about bullying with children and young people who are being, or have been bullied by another child.

All of these preventative strategies operate within a community founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help young people learn and develop appropriate responses to others, all staff at all times treat each other (and young people, parents and carers) with courtesy and respect and model appropriate and acceptable behaviour.

7 Code of Conduct and Post Incident Procedure

Tumblewood offers a proactive, sympathetic and supportive response and the exact nature of the response will be determined by the particular young person's individual needs.

Responses may include:

- immediate action to stop the incident and secure the young person's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully

- strategies to prevent further incidents
- sympathy and empathy
- counselling
- befriending
- assertiveness training
- extra supervision/monitoring
- creation of a support group
- peer mediation/peer mentoring
- informing/involving parents/social workers
- adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- arrangements to review progress

Code of conduct

When a child/young person discloses that they are being bullied it is important to respond appropriately. Suitable responses are:

✓	Attend to what is being said without displaying shock or disbelief
✓	Be patient, wait during any silences, prompt gently
✓	Accept what is said but keep an open mind; the allegation may be false but it may be true
✓	Allay fears - reassure the child/ young person that she was right to tell you
✓	Allay any guilt, reassure the child/ young person that it's not their fault that she was bullied and she is not the only person to have suffered from being bullied
✗	Do not promise confidentiality as you will most likely need to refer to others i.e. staff/parents, social worker, police, etc

Procedure to be followed:

1. Any member of staff witnessing bullying must report it to the Manager immediately.
2. In the absence of the Manager, report to the Team Leader/Senior on shift.
If the complaint is levelled against that senior person, then the Registered Manager or Responsible Individual must be contacted immediately, and they will conduct an investigation.
3. Record factual statements and observable things rather than your opinion, interpretations or assumptions.
4. Children who are or have been, bullied must be fully supported by staff.
5. In consultation with the young person's social worker and parents where appropriate, the Registered Manager may refer the matter to Wiltshire police.
6. Bullying is to be dealt with effectively and robustly by staff with close liaison with all parties involved to prevent recurrence.
7. When the bullying is conducted by another child at Tumblewood, support is to be provided to help them cease the behaviour, including 1:1 bullying sessions with the case manager.

**Any failure to identify or report a potentially 'bullying' situation
will result in disciplinary action.**

Further preventative action:

Staff must maintain contact with young people's school, outside activities, clubs etc. to identify potentially harmful and negative situations and prevent them from escalating to bullying.

All staff are required to constantly monitor this policy, and review its effectiveness.

8 The Child or Young Person Perpetrating Bullying

Tumblewood takes bullying behaviour very seriously and adopts a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way.

Tumblewood does not consider that the use of punishment is helpful in managing this problem. Support is provided to help young person carrying out the behaviour to stop, including 1:1 sessions with the case manager.

Sanctions Tumblewood's view is that the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change. Tumblewood responds to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly.

The following options will be considered:

- immediate action to stop an incident of bullying in progress
- engagement with the bully to reinforce the message that their behaviour is a breach of Tumblewood rules and is unacceptable
- removal from class/group
- parents/social worker informed
- counselling or instruction in alternative ways of behaving
- adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- temporary change to a one to one support environment
- rewards/positive reinforcement for young people in order to promote change and bring unacceptable behaviour under control

9 Record Keeping

A consistent approach is required in

- a. recording any incidents of bullying
- b. monitoring of incidents
- c. evaluating Tumblewood's effectiveness in its approach to minimising bullying

All staff are to use the bullying log and ensure that the Manager is updated about any bullying.

10 Training

Tumblewood provides staff with an effective training programme, refreshed regularly, on the subject of bullying and countering bullying.
