



## Anti-Bullying Policy

### Policy for Alternative Provision Providers used by County Durham Schools

Reviewed:	Reviewed By:	
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#### Introduction

Bullying can include name-calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos. Bullying can be a form of peer-on-peer abuse and can be abusive; it can cause severe and adverse effects on children's emotional development. Bullying may be prejudice or hate related.

### **Aims**

Education Plus recognises that bullying, especially if left unaddressed can have a devastating impact on individuals; it can create a barrier to engagement and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, it can help to create a safe, disciplined environment, where students are able to meet their full potential. We aim to help students have empathy for others, respect for the dignity of all members of our provision and develop a tolerance for diversity.

### **Principles**

Education Plus will work to ensure that all students, staff, parents/carers are aware that:

- We all have the right to be safe and that bullying is unacceptable.
- Informing or reporting issues of bullying is the right thing to do.
- Clear procedures will be followed when bullying does occur and that problems will be addressed, as appropriate. Incidents will be investigated and taken seriously and, where appropriate, consequences will be enforced and support for individuals will be implemented.
- Responses to allegations of bullying will be made with due regard for considerations of safeguarding and confidentiality/information sharing. Any bullying issues involving safeguarding concerns will be referred to our Designated Safeguarding Lead (DSL).
- In cases where parents/carers chose to report issues to the Police, we will cooperate with any subsequent Police investigation by sharing with them any relevant information held us.
- Other agencies may be consulted or involved, such as the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).
- A clear and precise account of the incident will be recorded in accordance with existing procedures. This will include recording appropriate details regarding decisions and actions.

### **Implementation**

#### **Education Plus will strive to:**

- Provide good role models of behaviour throughout the provision.
- Address bullying as a regular theme when appropriate and include this as part of our Code of Conduct.
- Raise awareness about bullying.
- Provide opportunities for positive relationships to form between students.
- Make our students aware of who to report any concerns about bullying behaviour.
- Where appropriate, make referrals to other professionals.
- Monitor the use of social media on our premises to ensure these facilities are not misused to bully others.
- Students, parents/carers, and staff will be informed of our anti-bullying policy and procedures.

#### **Students who have been bullied will be supported by:**

- Reassuring the student and providing continuous support.
- Offering a swift opportunity to discuss the experience with the Designated Safeguarding Lead (DSL), or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include working and speaking with staff and engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this will include obtaining support from the referring school and could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

**Students who have perpetrated the bullying will be helped by:**

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of their child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this will include contact with the referring school and may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate

**Cyberbullying**

When responding to cyberbullying concerns, Education Plus will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the student who has been cyberbullied and, where appropriate, work with the student who has carried out the bullying to ensure that it does not happen again.
- Encourage the student being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation. Take all available steps where possible to identify the student responsible. This will include working closely with the referring school(s), identifying and interviewing possible witnesses and contacting the service provider and the police, if necessary.
- Confiscating and searching Young People's electronic devices, where appropriate, such as mobile phones, in accordance with the guidance provided by the referring school and Local Authority, if necessary.
- Request the deletion of locally held content and content posted online if they contravene our Code of Conduct.
- Provide information to staff, parents/carers and students regarding steps they can take to protect themselves online. This may include advising those targeted not to retaliate or reply; providing advice on blocking or removing people from contact lists; helping those involved to think carefully about what private information they may have in the public domain.