



ANTI-BULLYING POLICY

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Contents

Statement of Intent	2
What Is Bullying?	2
Why is it Important to Respond to Bullying?	2
Objectives of this Policy	2
Signs and Symptoms	3
Prevention	3
Procedures	4
Outcomes	4
HELP ORGANISATIONS:	4

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at REACH. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* organisation. 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, generally sustained over a period.

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 focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- 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

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. Pupils who are bullying need to learn different ways of behaving.

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

Objectives of this Policy

- All directors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is

- All directors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All students and parents should know what the REACH policy is on bullying, and what they should do if bullying occurs
- REACH takes bullying seriously. Students and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from REACH
- doesn't want to go on the mini bus / public bus
- begs to be driven to REACH
- changes their usual routine
- is unwilling to go to REACH
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in REACH
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and will be investigated.

Prevention

We will use Essex Steps methods for helping students to prevent bullying. As and when appropriate, these may include:

- Anti bullying week - specific focus on learning around bullying throughout this week
- Expectations clearly displayed around REACH for students to access at all time
- Signing a REACH rule and expected conduct contract upon enrolment at REACH
- Through the curriculum - PSHE, tutor programme, mentoring intervention
- Having discussions about bullying and why it matters
- Using a range of interventions to deal with behaviour that may lead to bullying

Procedures

1. Report bullying incidents to staff
2. Bullying incidents will be recorded by staff on google behaviour log and investigated by senior leadership team and referring school will be contacted.
3. Parents will be informed and asked to come into a meeting to discuss the problem, if unable to attend we will go to the home to do the meeting
4. If necessary and appropriate, Police will be consulted
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

Outcomes

1. Once investigated the bully will be educated 1:1 for a set period of time to ensure that sufficient learning is done around bullying and the effects of bullying before reintegration back into REACH community.
2. If necessary changes to timetable will be made to ensure victim is supported.
3. In serious cases, consideration will be given on how to continue education for both victim and perpetrator.
4. The bully (bullies) may be asked to genuinely apologise. If possible, students will be reconciled.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure the bullying is not repeated.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
CEOP	
Thinkuknow	

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.