

PREVENTING AND TACKLING BULLYING POLICY

Policy date: April 2023
Policy reviewed date: April 2024/June 2024

The Create Approach Ltd is an online mentoring provision and does not currently provide physical face to face sessions. Aspects of this policy have been written to accommodate any possible future changes.

1. Introduction

- 1.1 This policy has been produced recognising our obligations referred to within The Independent School Standards (England) (Amendment) Regulations 2012. It is designed to help our Centre prevent and respond to bullying as part of our overall behaviour policy. It outlines the Government's approach to bullying, relevant legal obligations, the powers available to tackle bullying, and the principles which underpin the most effective anti-bullying strategies. The Create Approach Ltd is not a school.
- 1.2 Our Centre has a duty to safeguard and promote the welfare of children/young people and create and maintain a safe learning environment. Therefore, the importance of having a strong and consistent bullying policy in place, allows us to educate staff, to identify any situation which is likely to result in conflict or bullying behaviour before it happens and before it becomes a significantly more serious issue.
- 1.3 This policy should be read in conjunction with our Child Protection Policy. This Policy is also compliant with statutory guidance on Keeping Children Safe in Education.

2. Safeguarding Children and Young People

- 2.1 Under the Children's Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, staff should report their concerns to the local LA of the child.
- 2.2 Even where safeguarding is not considered to be an issue, we may need to draw on a range of external services to support the child who is experiencing bullying, or to tackle any underlying issue which has contributed to a child/young person engaging in bullying.

3. What is Bullying?

- 3.1 Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

- 3.1.1 Stopping violence and ensuring immediate physical safety is our first priority, but emotional bullying can sometimes be more damaging than physical - so facilitators and staff will have to make their own judgements about each specific case.

3.2 Cyberbullying

- 3.2.1 The rapid development of, and widespread access to technology has provided a new medium for 'virtual' bullying, which can occur in or outside The Create Approach Ltd. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.
- 3.2.2 The wider search powers included in the Education Act 2010 give teachers/staff stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

4. Dealing with Bullying

- 4.1 We have clear and consistent policies in place to deal with bullying and undesirable behaviour, which are available to parents, learners and staff so that, when incidents do occur, they are dealt with quickly.
 - 4.1.1 We seek to create an environment that prevents bullying from being a serious problem in the first place, by educating our staff to gather intelligence about issues between Learners which might provoke conflict and develop strategies to prevent bullying occurring in the first place.
 - 4.1.2 Centre Lead, Kelly Sherman and Centre staff are best placed to decide how best to respond to the particular issues that affect Learners. There is no single solution to bullying.

5. Prevention

- 5.1 We believe that responding to bullying should not start at the point at which a child/young person has been bullied. The Create Approach Ltd takes a proactive approach to prevention of bullying and staff will gather intelligence about issues between learners which might provoke conflict and develop strategies to prevent bullying occurring in the first place. This might involve talking to learners about issues of difference, perhaps in lessons, through dedicated events or projects.
- 5.2 Staff themselves will be able to determine what will work best for their learners, depending on the particular issues they need to address.
- 5.3 We create an ethos of collaboration and positive behaviour where learners treat one another and the Centre staff with respect. Values of respect for staff and other learners, an understanding of the value of education and a clear understanding of how our actions affect others is promoted and taught so that the Centre environment is a place that promotes positive social interactions. This is reinforced by staff and learners who can set a good example to the rest.

6. Intervention

- 6.1 We follow measures to assist and show learners who do bully clearly that their behaviour is wrong. Measures must be applied fairly, consistently, and reasonably taking account specific special educational needs or disabilities that our learners have.

- 6.2 It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case, the child engaging in bullying may need additional support themselves, above the individualised care and support already in place.

In terms of intervention, we also:

- Involve parents to ensure that they are clear that the Centre does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. We promote open dialogue between home and The Centre so that Parents/ Guardians can feel confident that the Centre will take any complaint about bullying seriously and resolve the issue in a way that protects the child/young person, and they reinforce the value of positive behaviour at home;
- Involve learners. All learners are advised of the Centres' approach to behaviour and bullying and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders.
- Regularly evaluate and update our approach to take account of developments in technology, for instance updating 'acceptable use' policies for computers.
- Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Also, children with different family situations, such as looked after children or those with caring responsibilities.
- Provide effective staff training. Anti-bullying policies are most effective when all staff understand the principles and purpose of the policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support.
- Work with the wider community such as the police and children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed.
- Make it easy for learners to report bullying so that they are assured that they will be listened to and incidents acted on. Learners should feel that they can report bullying which may have occurred outside The Create Approach Ltd including cyber-bullying.
- We seek to create a safe environment where learners can openly discuss the cause of their bullying, without fear of further bullying or discrimination.