

Anti-Bullying Policy

CEAL is completely opposed to bullying. It is contrary to the values and principles we work and live by. All learners who attend CEAL, no matter what their age or ability, have a right to a safe, secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

We believe that:

- everyone has a right to learn free from intimidation and fear
- reported incidents will be taken seriously and thoroughly investigated.

Definition of Bullying

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups and can happen to any learner at any age.

Forms of Bullying

- Physical violence such as hitting, pushing or spitting at another learner
- Interfering with another learner's property, by stealing, hiding or damaging it
- Using offensive names when addressing another learner
- Teasing or spreading rumours about another learner or his/her family
- Belittling another learner's abilities and achievements
- Writing offensive notes or graffiti about another learner
- Excluding another learner from a group activity
- Ridiculing another learner's appearance, way of speaking or personal mannerisms
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

This policy needs to be read in conjunction with:

- Safeguarding
- Child Protection
- Behaviour Policy
- Internet and Online Safety Policy.

Responsibilities

Staff have a responsibility to:

- Foster in our learners self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our learners
- Discuss bullying when appropriate so that every learner learns about the damage it causes to both the child who is bullied and to the bully and the

importance of telling a member of staff about bullying when it happens

- Be alert to signs of distress and other possible indications of bullying
- Listen to children who have been bullied, take what they say seriously and act to support and protect them
- Report suspected cases of bullying to the Centre's Child Protection Officer and follow up any complaint by a parent about bullying and report back promptly and fully
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

Learners have a responsibility to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
- Intervene to protect the learner who is being bullied, unless it is unsafe to do so
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

Parents / Carers have a responsibility to:

- Watch for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advise their children to report any bullying and explain the implications of allowing the bullying to continue unchecked, for themselves and for other learners.
- Advise their children not to retaliate violently to any forms of bullying.
- Be sympathetic and supportive towards their children, reassuring them that appropriate action will be taken
- Keep a written record of any reported instances of bullying
- Inform the centre of any suspected bullying, even if their children are not involved
- Co-operate with the centre, if their children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

Prevention

The close supervision of learners which is necessary within an equine assisted learning environment means that bullying is unlikely to occur during sessions.

Disclosure

Learners often disclose incidents of bullying during their sessions. When this happens, the member of staff should:

- support and respond to the needs of the learner
- decide on what action is required
- record the disclosure in the learner notes
- contact parents / carers / school of all learners concerned
- feedback to all concerned

- contact relevant professionals as necessary.

Continuous Professional Development

Staff will be encouraged to take part in continuing professional development to ensure that they understand how to recognise and deal with bullying.

Monitoring and Review

This policy will be reviewed annually.

Proprietor's Signature: Sophie Keene

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