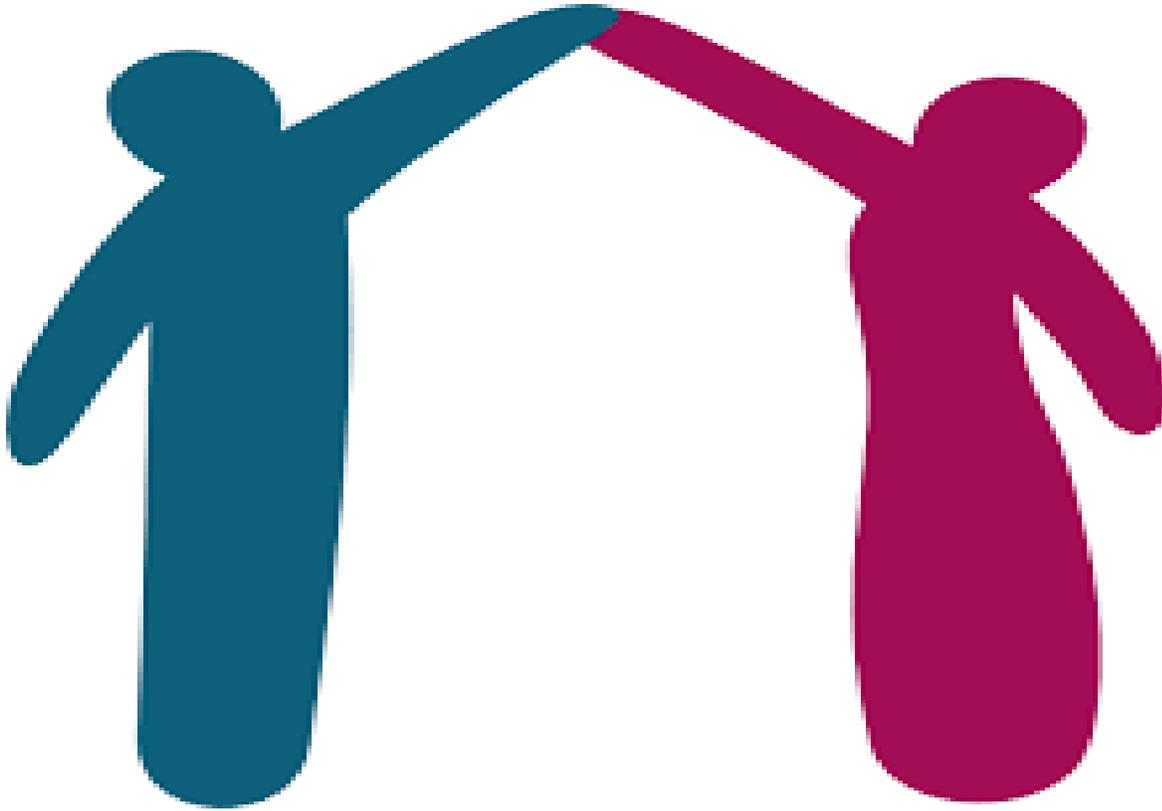


Anti-Bullying Policy



Date of Issue: January 2022

Date of approval:

Date of update:

Signed:

Date of review: January 2023

ANTI-BULLYING POLICY ISSUES AND UPDATES

PAGES	ISSUE	DATE
Write up of document	1	January 2022

The following policy has been approved by the Senior Leadership Team and the Board of Trustees.

The policy will be reviewed on an annual basis unless circumstances arise requiring the policy to be reviewed earlier.

Approved by Board of Trustees:

Board signatory:

Planned review: January 2023

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Anti-bullying policy

Aim

The aim of the anti-bullying policy is to ensure that young people interact in a supportive, caring and safe environment without fear of being bullied, and that staff and volunteers are free from fear of bullying by the young persons.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will young persons be able to fully benefit from the opportunities available to them.

Throughout this policy the term 'parent' is used to mean a young person's parent, carer or guardian.

Scope Of This Policy

This policy includes:

- Bullying of young persons within the **NToS and L2L**
- Bullying of and/or by young persons' outside of the **NToS and L2L**, where **NToS L2L** is aware of it
- Bullying of staff by young persons' within or outside **NToS and L2L**
- Allegations about bullying of young persons by staff will be dealt with under the **NToS and L2L's** Safeguarding Policy.

Definition

NToS and L2L has chosen to adopt the following definition of bullying:

"Bullying is an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person."

Further to this, we believe that bullying is occurring when a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- Physically and/or mentally hurt or worried.
- Unsafe and/or frightened.
- Unable to do well and achieve.
- 'Badly different', alone, unimportant and/or unvalued.

If a person is unable to see a happy and exciting future for themselves, it could be due to bullying. When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this is bullying.

If someone is made to feel like this, or if they think someone, they know feels like this, it should be investigated. This should happen straight away as it can take a long time to build up the courage to tell. However, lots of things can make people us feel bad, sometimes it depends on the situation we are in, and it is not always bullying.

Bullying is any behaviour by an individual or group that:

Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it happens more than once – there will be a pattern of behaviour, not just a ‘one-off’ incident involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

It can be:

- Physical, e.g., kicking, hitting, taking and damaging belongings
- Verbal, e.g., name calling, taunting, threats, offensive remarks
- Relational, e.g., spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g., texts, e-mails, picture/video clip bullying, Instant Messaging (IM)

NToS and L2L recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs. All staff and volunteers will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying.

Identifying And Reporting Concerns About Bullying

All concerns about bullying will be taken seriously and investigated thoroughly. Young People who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Staff and volunteers will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Young people who are bullying others also need support to help them understand and change their behaviour.

Young people who are aware of bullying (‘bystanders’) can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All young people will be encouraged to report bullying by talking to a member of staff/volunteer of their choice.

Staff/volunteers who are being bullied will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support **NToS and L2L** in tackling it. Trying to resolve bullying directly with young people or their families can lead to problems escalating.

Responding To Reports About Bullying

NToS and L2L will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
- A clear account of the concern will be recorded and given to the safe guarding lead, Danielle Stone.
- Danielle Stone will interview everyone involved and keep a detailed record. This will be held in line with **NToS and L2L** data protection practice.
- Staff / volunteers will be kept informed as to any instances of persistent bullying.
- Parents and other relevant adults will be kept informed.
- Where bullying occurs outside **NToS and L2L**, any other relevant schools or agencies (e.g., Youth Clubs) will be informed about the concerns and any actions taken.

Young persons, staff and volunteers who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Providing reassurance that the bullying will be addressed.
- Offering continuous support.
- Restoring self-esteem and confidence.
- Referral to external support agencies

Young persons who have bullied will be helped by:

- Discussing what happened.
- Discovering why the young person became involved.
- Establishing the wrong doing and need to change.
- Informing parents to help change the attitude of the pupil.
- Referral to external support agencies

Parents

Most concerns about bullying will be resolved through discussion between home and **NToS and L2L**. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.

Where a young person is involved in bullying others outside **NToS and L2L**, e.g. in the street or through the use of the internet at home, parents will be asked to assist in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.

Referral of the family to external support agencies will be made where appropriate.

Preventative Measures

NToS and L2L will:

- Raise awareness of the nature of bullying through informal discussion and inclusion in the session programmes at Learn2Leave to eradicate such behaviour.
- Seek to develop links with the wider community that will support inclusive anti-bullying education.
- Consider the use of specific strategies, for example mentoring, on a regular basis and implement them if appropriate, subject to available resources.

Promotion Of This Policy

The policy and methods for reporting bullying concerns will be promoted throughout **NToS and L2L**, through regular awareness raising activities with pupils and their families.

Monitoring, Evaluation and Review

The chair will lead on the implementation of the policy. **NToS and L2L** will review the policy annually and assess its implementation and effectiveness.