

# Anti-Bullying Policy

## What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. It is the abuse of power by an individual or group. Bullying results in pain and distress to the victim. It may occur frequently or infrequently, but it should always be taken seriously even if it has occurred on only one occasion

Policies are written in accordance with the five outcomes contained within Every Child Matters:

- Being healthy.
- Staying safe.
- Enjoying and achieving.
- Making a positive contribution.
- Achieving economic wellbeing

## 1 Rationale

**1.1** At Kid Care 4 U we believe that any actions or words that are used for the express purpose of causing discomfort or harm to another person are bullying. We recognise that bullying can cause extreme emotional distress to its victims and that no member of the academy community should bully any other. We regard all forms of bullying as being serious, but we recognise that bullying in the contexts outlined below require a particularly firm response:

- Bullying that takes place on a systematic basis towards one individual
- Bullying that is perpetrated on a systematic basis by one individual or one group.
- Bullying that is directed towards individuals who are particularly vulnerable.
- bullying related to **race, religion, sex, disability, gender, sexual orientations, gender reassignment, age or culture**
- Bullying related to SEN or disabilities
- Bullying related to appearance or health conditions
- Bullying of young carers, looked-after children or otherwise related to home circumstances
- Sexist, sexual bullying or sexting
- Cyber bullying

**1.2** Physical violence is not the only way in which bullying takes place and the seriousness of mental, verbal and emotional bullying must not be underestimated. Bullying may often take the guise of sexism and racism.

## 2 Objectives of this Policy

- 2.1** All staff, pupils and parents should have an understanding of what bullying is.
- 2.2** All staff should know what the academy policy is on bullying, and follow it when bullying is reported.

- 2.3 All pupils and parents should know what the academy policy is on bullying, and what they should do if bullying arises.
- 2.4 As a Children Centre we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- 2.5 Bullying will not be tolerated at all.

### 3 Outcomes

The pupil and other outcomes we expect are:

- 3.1 Pupils who feel safe and secure from bullying in all aspects of their academic life.
- 3.2 Improved examination and other outcomes as a result of a safe and secure environment that supports learning.
- 3.3 Pupils who are confident to report bullying whether they, or others, are the victims.
- 3.4 Pupils who are confident that bullying will be dealt with seriously by the centre.
- 3.5 Staff who are aware of the procedures to be followed in the event of bullying.

### 4 Planning and Implementation

#### 4.1 Curriculum

- 4.1.1 The issues surrounding bullying will be addressed consistently in inductions.

- 4.1.2 The issues surrounding bullying will be addressed formally and informally.
- 4.1.3 The centre will work towards a system where each department will identify areas where bullying can and will be addressed.

#### 4.2 Response to incidents

- 4.2.1 If a member of staff sees an incident of bullying, he/she must intervene immediately and later complete an incident report for the appropriate Centre manager.
- 4.2.2 Staff who receive reports of bullying must complete an incident report form.
- 4.2.3 Pupils who are victims of bullying should report the fact to a member of staff.
- 4.2.4 Pupils who witness incidents of bullying should report the fact to a member of staff.
- 4.2.5 Parents who are concerned about bullying should contact a member of staff. In **all** such cases, the Centre Manager and linked member of the Management Team must be informed.
- 4.2.6 All reported incidents of bullying must be recorded by the appropriate person. The written report must also include a summary of action taken and must be brought to the attention of the Director of Kid Care 4 U.

#### **4.3 Support and Action**

- 4.3.1** In respect of victims and perpetrators of bullying, each case will be dealt with individually
- 4.3.2** Staff will discuss appropriate action with the linked member of the Management Team.
- 4.3.3** Appropriate action for victims may include counselling and the temporary provisions of “safe havens” while the matter is dealt with.
- 4.3.4** Appropriate action for perpetrators may include: informing parents, internal or external exclusion from the Centre, counselling to tackle the causes of the behaviour, detention during times when bullying takes place (e.g. break times, lunch times), being escorted to and from Kid Care 4 U by parents, removal to different group.
- 4.3.5** In all cases, perpetrators will receive counselling from the Centre Manager or other appropriate member of staff about the Kid Care 4 U’s bullying policy and the reasons for it.

#### **4.4 Future Development**

- 4.4.1** The Kid Care 4 U will have regard to the CSSIW guidance and will be engaged with the CSSIW national anti-bullying campaign and review this policy in light of any issues raised.

- 4.4.2** In all cases, perpetrators will receive counselling from the pastoral officer or other appropriate member of staff about the academy's bullying policy and the reasons for it.

### **5 Monitoring, Review and Evaluation**

***This policy will be reviewed annually by the Director of Kid Care 4 U***

- 5.1** The Directors will be responsible for the successful implementation of this policy. This will be done through consultations with the academy council, analysis of the incident forms and meetings with the staff.
- 5.2** Centre Manager will monitor the implementation of the policy through meetings.
- 5.3** Progress on the review and implementation of the policy will be reported to the Management team.

#### **Equal Opportunities**

The Anti – bullying policy follows the guidance of our Equality policy and the Single Equality Act of 2010 (amended 2014), (Protected Characteristics)