

## **ANTI-BULLYING POLICY**

**This policy links to Behaviour Policy, Email, Internet and Communications Policy, Safeguarding & Child Protection Policy, Equality and Diversity, Safer Recruitment, Complaints Policy, Access to Fair Assessment Policy and Managing Allegations and Whistleblowing Policy.**

### **Introduction**

Everyone at Onwards 'n' Upwards has the right to feel welcome, secure and happy and therefore more able to achieve their maximum potential. Bullying of any sort creates barriers to learning and prevents equality of opportunity. It is everyone's responsibility to be watchful and prevent bullying from taking place. This policy contains guidelines to support that ethos.

Where bullying exists, we actively encourage any issues to be reported and everyone is responsible for this. Victims must feel confident to take advantage of the anti-bullying systems within Onwards 'n' Upwards to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied learners and help build an anti-bullying ethos across Onwards 'n' Upwards.

Onwards 'n' Upwards supports their young people to understand what constitutes bullying and ways of dealing with this.

### **Definition and Examples of Bullying**

#### **What is bullying?**

Bullying is defined as 'Behaviour by an individual or group, usually repeated over time, that hurts another individual or group either physically or emotionally, whether intentionally or not.'

#### **Types of bullying**

- Emotional: being unfriendly, excluding, tormenting, name calling, spreading unpleasant stories about someone
- Physical: pushing, kicking, hitting, punching or any use of violence including play fighting
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal: name calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of the internet, such as email and internet chat room misuse; mobile phone threats by text messaging, sexting and calls; misuse of associated technology ie camera and video facilities.

This policy is in place when the learner is accessing any aspect of their learning programme with Onwards 'n' Upwards; on group, one-to-one sessions, trips, group activities and break-times. There is no area where this policy does not apply during their alternative education programme with Onwards 'n' Upwards.

## **How Onwards 'n' Upwards Tackle Bullying**

We do our best to prevent bullying at Onwards 'n' Upwards and look for signs of bullying and always take reports of incidents seriously. We deliver regular anti-bullying activities with our learners to reinforce our ethos of support for each other and team work and help pupils to develop strategies to combat bullying-type behaviour.

We encourage our learners to report any incidents of bullying to a member of our staff team and that when another learner tells them that they are bullied or if they see bullying taking place, it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying are investigated and taken seriously by staff members. Depending on the severity of the incident, Onwards 'n' Upwards will involve the Police and inform parent/carer. A record is kept of incidents and a staff member can support the learner with writing this if required. The member of staff is responsible for this and is required to give a copy of the Incident Report and action taken to a member of the management team. In order to ensure effective monitoring of such occurrences, and to facilitate coordinated action, all proven incidences of bullying must be reported to the Management Team. All incident reports are updated with actions taken and stored securely in the learners individual file.

Upon discovery of an incident of bullying, we discuss the appropriate issues of the incident with the young person at a level suited to their age and understanding. Depending on the severity of the incident, we would encourage all learners to undertake a restorative approach so they can continue with their programme.

The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each learner will be given an opportunity to talk, and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

Onwards 'n' Upwards display anti-bullying posters around their centres and will support fundraising activities for [bullying.co.uk](http://bullying.co.uk) to help raise awareness. The activities also encourage learners to be aware of the seriousness of bullying and what it could lead to for many young people.

Any incidents of bullying will be reported to the Designated Safeguarding Lead Officer or Deputy at Onwards 'n' Upwards.

If there is any bullying during a session, the member of staff holds all rights to remove people from the session or even terminate it. They will then contact a member of the Management Team to discuss further.

## **Parental/Carer Support**

The parents/carer of both bullies and their victims are informed of the incident and the action that has been taken. The management team will reassure the parent/carer and the young person involved that we are doing all we can to prevent further bullying and are offered further support as required. The parent/carer will be provided with strategies they can use at home and be directed to relevant support networks and websites where they can find further information, such as [www.bullying.co.uk](http://www.bullying.co.uk)



192 ALMA ROAD, BOURNEMOUTH  
DORSET, BH9 1AJ  
01202 280900  
www.onwardsnupwards.org.uk  
Email: office@onwardsnupwards.org.uk

The bully is reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to them. If the bullying continues, Onwards 'n' Upwards may have no alternative but to ask the young person to leave the programme.

Onwards 'n' Upwards will provide all parents with access to a copy of this policy and encourage parents and their child to report any bullying to us immediately so we can deal with it before it escalates.

### Improvements from October 2019

There will be an anti-bullying policy on display in the centres in the form of a poster and leaflets will be available for all of our young people to access. A copy of the leaflets and information will be sent to all parents at the start of a learners programme with Onwards 'n' Upwards.

Where possible, bullying activities will be added to alternative education programmes with Onwards 'n' Upwards, particularly on one-to-one sessions where the workshops might not be accessible due to the young person's needs or circumstances.

We use anti-bullying week to promote, review and inform our staff and learners.

This policy will be reviewed annually and as required to ensure we are doing all we can at Onwards 'n' Upwards to prevent and deal with bullying.

This policy is available in hard copy at the centre, electronically on Findmyshift and on the Onwards 'n' Upwards website.

This policy will be reviewed annually.

Date updated	Policy approved by	Signed
16/01/2020	Linsey Spicer	