



*Enriching children's lives through practical learning and outdoor activities*

## **Anti-bullying policy**

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### **1. AIM**

The aim of the 'FLOURISH AT THE FARM' Anti-Bullying policy is to state what measures 'FLOURISH AT THE FARM' has in place to prevent all types of bullying amongst students and to encourage good behaviour.

Although bullying is not a criminal offence, the harassment, threatening behaviour and/or communications could be. How will the prevention of bullying be achieved?

- by creating a safe environment where students respect each other and staff
- creating an ethos at 'FLOURISH AT THE FARM' of good behaviour
- the values of respect are taught and reinforced throughout the curriculum and beyond into all areas of 'FLOURISH AT THE FARM' life.
- involve parents by making them aware that any allegations of bullying will be treated seriously and there are procedures in place to deal with any incidents
- involve students so they are aware of the role they can play in preventing bullying
- through effective staff training in anti-bullying and their roles and responsibilities in it.
- make it easy to report instances of bullying or suspected bullying
- have a safe environment to openly be able to discuss bullying

## **2. Links to legislation**

There are several pieces of legislation which set out measures and actions for provisions in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

## **3. Roles and Responsibilities**

directors will;

- communicate this policy to the provision community
- to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- monitoring and reviewing this policy.

staff will;

- support, uphold and implement this policy accordingly.

Parents/carers to support their c parents/carers will;

- support their children and work in partnership with the provision.

students will;

- abide by the policy.

## **4. Definition of bullying**

Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017) Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti;

gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying.

This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by 'FLOURISH AT THE FARM' as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

## **5. Procedures for reporting bullying**

Procedures for reporting bullying or potential bullying incidents 'FLOURISH AT THE FARM' will take the following steps when dealing with all reported incidents of bullying.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- 'FLOURISH AT THE FARM' will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- 'FLOURISH AT THE FARM' will speak with and inform other staff members, where appropriate.
- 'FLOURISH AT THE FARM' will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by students takes place off the 'FLOURISH AT THE FARM' site or outside of normal 'FLOURISH AT THE FARM' hours (including cyberbullying), 'FLOURISH AT THE FARM' will ensure that the concern is fully investigated. If required, the DSL will collaborate with other provisions. Appropriate action will be taken, including providing support and implementing sanctions in 'FLOURISH AT THE FARM' in accordance with this policy.
- A clear and precise account of bullying incidents will be recorded in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

When responding to cyberbullying concerns, 'FLOURISH AT THE FARM' will;

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible.

This may include:

- looking at use of the provision systems;
- identifying and interviewing possible witnesses;
- Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.

This may include;

- Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the provision searching and confiscation policy. (Note: Provisions should ensure they access the DfE 'Searching, screening and confiscation at provision' and Childnet cyberbullying guidance to ensure that the provisions powers are used proportionately and lawfully)
- Requesting the deletion of locally-held content and content posted online if they contravene provision behavioural policies. Ensure that sanctions are applied to the person responsible for the cyberbullying;
- 'FLOURISH AT THE FARM' will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need. Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online.

This may include:

- advising those targeted not to retaliate or reply
- providing advice on blocking or removing people from contact lists
- helping those involved to think carefully about what private information they may have in the public domain.

## **6. Links to other Policies**

- Child Protection & safeguarding policy
- Managing Behaviour policy