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Anti bullying policy

September 2020 (next review Sep. 2021)

The aim of this anti-bullying policy is to ensure that pupils are able to learn in a supportive, caring and safe environment without fear of being bullied. Bullying is unacceptable and will not be tolerated. All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them. There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying. Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are as follows:

- **Physical bullying:** This includes fighting that can take the form of hitting, kicking, pinching, or pushing. In some cases, physical bullying may also include damage to a child's personal property.
- **Verbal bullying:** This is when people use name-calling, insults, teasing, verbal intimidation, or homophobic or racist remarks to tease or harass children.
- **Social bullying:** Instead of direct harassment or intimidation, social bullying targets a child's reputation and social standing instead. This encourages others to ostracize or embarrass certain children unkindly.
- **Cyberbullying:** This can happen over digital and social mediums. By using technology as a means to communicate with and harass children, cyberbullying includes aggressive or hurtful text messaging, emails, or social media posts.



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Students who are bullied may show changes in 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. Students must be encouraged to report bullying in schools.

Sexting

Era strongly advises that students take caution when taking photos and posting them online. Once posted, you lose control over how they are shared.

Era endorses and advises all staff to read The UK Council for Child Internet Safety publication on Sexting in schools and colleges: Responding to incidents and safeguarding young people.

<https://www.gov.uk/government/publications/sexting-in-schools-and-colleges>

Remember, it is illegal to take or share photos of anyone under the age of 18 that is deemed to be explicit. For students, we recommend watching the interactive videos, 'Think you know?':

<https://www.youtube.com/watch?v=TqLFAYeYVbQ>

Childnet 2016 Cyber bullying guidance provides useful support and resource reference for the Era team. The guidance comprises of four main sections and whilst this was originally commissioned for schools, it is very relevant to Education Guardians in supporting students who may be suffering from cyber bullying. The sections and resources available are highlighted as follows:

- a) Understanding Cyberbullying <http://www.childnet.com/ufiles/1-understanding-cyberbullying1.pdf>
- b) Preventing Cyberbullying <http://www.childnet.com/ufiles/2-preventing-cyberbullying1.pdf>
- c) Responding to Cyberbullying <http://www.childnet.com/ufiles/3-responding-to-cyberbullying1.pdf>
- d) Supporting Staff <http://www.childnet.com/ufiles/4-cyberbullying-supporting-school-staff.pdf>

The Guidance:

- All possible support will be given to the victim to help them deal with their feelings and to develop strategies for combating their vulnerability.
- If the person who bullying another student is known and located in the same host family. A DSL will speak to him/her to find out the reason and the way how to stop it

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- It is possible that the person responsible for the bullying behaviour has not appreciated the distress caused and will be immediately and genuinely repentant.
- Should a person responsible for bullying behaviour refuses to change the attitude then a DSL contact their parents and local authority to seek for an assistance, as well as withdraw him from the host family in order to avoid further contacts with the victim.

Anyone who has concerns please get in touch with Era Education DSL Vitalija Abare, mob. 07557532717 (24/7 contact number) or info@eraeducation.co.uk

The best contact number if the staff not sure how to deal with the situation and DSL is not available is 03452412705 (No name consultation Central LCSS)

Also they can contact LADO officer for the advice:

Alison Beasley - Designated Officer
Tel: 01865 815956
Mob: 07833 436649
Email: alison.beasley@oxfordshire.gov.uk

*The consultation process should not replace Child Protection procedures. If you think there might be child protection issues please contact the MASH on **Tel: 0845 050 7666** for discussion without delay.*

Records procedure:

Staff, homestay host families, & drivers should follow the usual reporting procedures by putting a concern in writing or calling DSL immediately if the situation is urgent. Concerns and child protection issues are recorded in their Safeguarding folders, which remain secure and confidential. An additional student folder will be created in the safeguarding teams private secure portal to manage all correspondence and recorded actions. Safeguarding and child protection information is stored securely and can only be accessed by the DSL.

Useful website and contacts

Bullying UK Bullying UK if you think you are being bullied call 0808 800 2222 or visit their website at – <http://www.bullying.co.uk>

Childnet International www.childnet.com

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Kidscape There to provide children, families, carers and professionals with advice, training and practical tools to prevent bullying and protect young lives.
www.kidscape.org.uk