

# OVERWORLD

## TACKLING BULLYING

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## INTRODUCTION

Bullying is anti-social behaviour & affects everyone; it is unacceptable.

The Organisation is committed to providing a caring, friendly, & safe environment for children & young people (CYP) so they can play & learn in a relaxed & secure atmosphere. If bullying does occur, all CYP should be able to tell a member of staff & know that incidents will be dealt with promptly & effectively.

Persistent bullying can severely inhibit a CYP ability to learn effectively & the negative effects of bullying can have an impact on a person for their entire life.

It is the responsibility of all to show understanding & respect for others. Bullying in any form has no place in the Organisation & will not be tolerated.

## AIMS

The Organisation will provide a secure & happy environment free from threat, harassment & any type of bullying behaviour by:

- ✓ Ensuring all CYP, staff, volunteers, visitors & clients – parent/carers, placing school staff &/or Local Authority staff, know
  - bullying will not be tolerated
  - steps to prevent bullying
  - what is, & what is not bullying
  - how to report it
- ✓ Developing an anti-bullying culture whereby no bullying, including between adults & adults, CYP & CYP will be tolerated.

## WHAT IS BULLYING?

It is very important to be clear about what is, & is not, bullying. There are many definitions & perceptions of bullying, but all of them recognise that bullying is sustained & takes place where there is an imbalance of power.

Two useful & comprehensive definitions are:

1. **A bully** is an individual who torments others either through verbal harassment or physical assaults, or through more subtle methods of coercion.
2. **Bullying** is the repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted (cyber bullying), or emotional abuse, or through attacks on the property of another. It may include, but not be limited to, actions such as verbal taunts, name-calling, put-downs, ethnic-based, gender-based, sexuality-based, age-based, disability-based, religious-based verbal abuse, & extortion of money or possessions.

## **CYBER BULLYING**

Cyber bullying is bullying through the use of communication technology like mobile phone text messages, e-mails or websites. This can take many forms, for example:

- Sending threatening or abusive text messages or e-mails, personally or anonymously.
- Making insulting comments about someone on a website, social networking site (eg: Facebook) or online (blog or YouTube).
- Making or sharing derogatory or embarrassing videos of someone via mobile phone or email (such as "Happy Slapping" videos).

Please see our *E-Safety Policy & Procedures*

## **SEXTING**

Sexting is the sending & receiving of sexually inappropriate images or messages, using a mobile phone or the internet. It is illegal for persons under the age of 16 to do this & will be referred to both the police & social care. An investigation will be undertaken, & appropriate action taken.

It is illegal for a CYP to retain a sexually inappropriate image of another CYP & show it to other CYP. Again, this will result in a referral to the police & social care. It is likely that any CYP doing this will not be allowed to remain under the care of the Organisation.

## **PEER ON PEER BULLYING:**

Prevention is always better than cure & this is dependent upon:

- ✓ Staff knowing the CYP they work with.
- ✓ Staff interacting with as well as knowing the CYP, this can build trust with the staff member so when problems occur, they have the confidence to discuss this with them.
- ✓ Making all CYP feel welcome & secure.
- ✓ Staff dealing fairly, firmly, & sympathetically, with situations that could escalate to bullying behaviour & with any complaint of potential bullying.

Please also see our *Child Protection Policy & Procedures*

## **STAFF VICTIMISING CYP**

In this situation staff could be seen to be; "using power to punish, manipulate, or disparage a CYP beyond what would be a reasonable disciplinary procedure."

It is important to note that in most circumstances staff behaviour would be directly observed by colleagues & line manager thus negating most bullying behaviour however, there may be a time when a CYP feels they are being bullied by staff.

Please also see the *Employee Handbook & Child Protection Policy & Procedures*

## **ADULTS BEING BULLIED**

It is equally important to recognise that bullying of staff, volunteers, visitors & clients – parent/carers, placing school staff &/or Local Authority staff, whether by a CYP, or adult, is unacceptable.

## **PREVENTATIVE ACTIONS**

- ✓ All staff & volunteers receive training on this & supporting policies in their induction.
- ✓ All staff & volunteers receive training on this & supporting policies before the start of each new term (& when they are updated if earlier)
- ✓ All clients – parent/carers, placing school staff &/or Local Authority staff can access a copy of this & supporting policies on our website.
- ✓ Line Managers ensure their staff are trained & act in accordance with this & supporting policies at all times.
- ✓ Encourage zero tolerance of bullying behaviour;
  - encouraging a sense of social responsibility & the courage to speak out when necessary,
  - ensuring staff, volunteers & CYP know what they can do if they or someone else is being bullied.
- ✓ Deliver Cyber bullying as part of our E-safety Policy

## **FURTHER RESOURCES**

- Bullying UK (part of Family Lives) 0808 800 2222 <http://www.bullying.co.uk/>
- Childline 0800 1111 - [www.childline.org.uk/explore/bullying/pages/bullying.aspx](http://www.childline.org.uk/explore/bullying/pages/bullying.aspx)
- Kidscape <https://www.kidscape.org.uk/>
- LawStuff – an online legal resource for young people run by Coram Children's Legal Centre, which includes information on abuse & bullying <https://lawstuff.org.uk/>
- Anti-Bullying Alliance <http://www.anti-bullyingalliance.org.uk/>
- Childnet – online safety resource that includes advice & guidance for young people/ parents & school staff on cyberbullying <http://www.childnet.com/>

## APPENDIX 1 – TACKLING BULLYING PROCEDURE

1. The person who has been or feels bullied, is offered an immediate opportunity to discuss their concern with Mark Pickering, Designated Safety Lead or Steve Mitchell, Deputy Designated Safeguarding Lead
2. If it is safe to do so & in the best judgement of the Safeguarding leads,
  - a. this person will be offered an opportunity to tell the alleged bully how their actions made them feel
  - b. the alleged bully will be given an opportunity to share their side of the story & if in the wrong, voice an apology
3. The DSL, DDSL or delegated senior manager will record the details of the bullying as evidence & discusses how to respond to concerns & build resilience, as appropriate
  - a. The following forms can be used from the Positive Interactions Policy & Procedure “*Reporting Incidents of CYP-to-CYP Violence*” or “*Reporting Incidents of Violence to Staff*”, as appropriate
  - b. In the cases of a first & minor incident, an informal warning from a senior staff member may be sufficient. This would be recorded in the CYP/staff member’s file
  - c. Where a CYP is found to have committed a serious act or persists in acts of bullying, despite warning, the Organisation will contact the client e.g. parents/carer, placing school, Local Authority to discuss the incident(s) & next steps such as immediate collection from the centre
  - d. Adults (staff & parents) who have perpetrated the bullying behaviours will be helped by establishing whether a legitimate grievance or concern has been raised & signposted to the Organisation’s *Complaints Procedure* (clients) or *Staff Grievance & Whistleblowing* in the Organisation’s *Employee Handbook*
  - e. If there is online content, requesting that content be removed
  - f. Instigating disciplinary, civil, or legal action as appropriate or required
- Mark Pickering, will ensure the report(s) are filed to either the staff member's employee file if applicable or CYP's file
- Where the bullying takes place off site or outside of normal working hours (including online), the Organisation will still investigate the concern & ensure that appropriate action is taken