

Anti-Bullying Policy

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2019 and ‘Sexual violence and sexual harassment between children in companies and colleges’ guidance. The setting has also read the DfE research into anti-bullying practices: www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying

1) Policy objectives:

- This policy outlines what Rock company Bus CIC will do to prevent and tackle all forms of bullying.
- Rock company Bus CIC is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Responsibilities

Rock School Bus CIC Safeguarding Lead and directors will ensure that disciplinary measures are applied fairly, consistently and reasonably.

All staff, teaching and non-teaching staff and volunteers will support, uphold and implement this policy accordingly.

Parents/carers are encouraged to support their children and work in partnership with the company.

Pupils are required to abide by the policy.

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 the company 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.

Forms and types of bullying covered by this policy

- Bullying can happen to anyone. This policy covers all types and forms of bullying including:
- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the company:

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.

The company 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 one of the other company directors will interview all parties involved.

The DSL will be informed of all bullying issues where there are safeguarding concerns.

The company will speak with and inform other staff members, where appropriate.

The company will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.

Sanctions, as identified within the company behaviour policy, and support will be implemented in consultation with all parties concerned.

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.

A clear and precise account of bullying incidents will be recorded by the company in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Signed: Amber Sinclair

Date: 15th May 2021

Date to be reviewed: 15th May 2022