

Anti-Bullying Policy

0161 Education CIC

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0161 Education helps children and young people shift their mindset to make positive choices for themselves and those around them. We care about the individual. We commit to each programme. We provide change.

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1. Statement of Intent

0161 Education CIC is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our organisation. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a telling organisation. This means that anyone who knows that bullying is happening is expected to tell the staff.

2. What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be but is not limited to;

- Emotional - Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical - Pushing, kicking, hitting, punching or any use of violence.
- Racist - Racial taunts, graffiti, gestures.
- Sexual - Unwanted physical contact or sexually abusive comments.
- Homophobic - Because of, or focussing on the issue of someones sexuality.
- Verbal - Namecalling, sarcasm, spreading rumours, teasing,

- Cyber - All areas of internet, such as email and internet chatroom misuse. Mobile threats by text messaging and calls. Misuses of associated technology such as camera and video facilities.

3. Why is it important to respond to bullying?

Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and understanding. Pupils who are bullying will need to learn different ways of behaving and being respectful to all around them.

4. Objectives of this policy

- All staff, pupils and parents should have an understanding of what bullying is.
- All staff should know what our policy is on bullying, and follow it when bullying is reported by anybody.
- All pupils and parents should know the 0161 Education CIC policy is on bullying, and what they should do if bullying arises.
- As an organisation we take bullying extremely seriously. Pupils and parents should be assured they will be supported by ourselves when any bullying is reported.
- Bullying will not be tolerated whatsoever at any 0161 Education CIC facility.

5. Signs and symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child;

- Is frightened of walking to or from our premises
- Does not want to go on any form of public transport
- Begs to be driven to and from our provision
- Changes to their usual routine
- Is unwilling to attend the provision whatsoever, extreme anxiousness
- Begins to truant
- Becomes more withdrawn or anxious than usual
- Starts to stammer or is losing confidence in themselves
- Suicidal ideation
- Running or threatening to run away
- Crying themselves to sleep / having nightmares
- Feels ill consistently in the mornings before attending provision
- Starts falling behind academically
- Comes home from the provision with damaged books or clothes torn
- Has possessions that are damaged or begin to go missing
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Comes home hungry and thirsty
- Becomes more aggressive, disruptive or unreasonable
- Is bullying other children or siblings at home
- Stops eating / struggles with meals
- Is frightened to open up and speak to adults
- Afraid to use internet or mobile phone, especially in front of other people

- Is nervous or jumpy when cyber messages are received

These signs and behaviors could indicate other problems, but bullying should be considered as a possibility and should be investigated.

6. Procedures

- Report any bullying incidents to staff
- All reports of bullying will be recorded by staff
- In serious cases parents will be informed and asked to come in to discuss the problem and possible solutions
- If necessary and appropriate the police will be consulted
- The bullying behaviour or threats will be investigated and brought to a stop immediately
- An attempt will be made to the perpetrator of the bullying behaviour to change their behaviour and support them in this

7. Outcomes

- The bully / bullies will be asked to apologise and work through restorative justice programmes.
- In serious cases, suspension or even exclusions will be considered
- If possible, the pupils will reconcile
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

8. Prevention

We will use many methods for helping children to prevent bullying. As and when appropriate these could include;

- Writing a set of organisation rules
- Signing a behaviour contract
- Discussions during 121s and other mentoring sessions
- Reading reports about bullying
- Role-playing and other behaviour change tactics
- Consistent discussions about bullying and why it matters