

Version	Adopted by Board on	Signature of Chair
1.0		



# ***Anti-Bullying Policy***

**This Policy should be read in conjunction with the TURN Education Behaviour Policy.**

**Although this Policy refers to children and young persons throughout, it is equally intended to apply to vulnerable adults using TURN Education's services.**

## **Introduction**

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

As an organisation we take bullying and its impact very seriously. Young people and parents should be assured that known incidents of bullying will be responded to. The organisation will seek ways to counter the effects of bullying that occur within the organisation or in the local community.

Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at T.U.R.N and will not be tolerated. All young people should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken.

This means that anyone who is aware of any type of bullying that is taking place has a responsibility to tell a member of staff immediately.

## **Objectives of this policy**

- All directors, activity leaders and volunteers should have an understanding of what bullying is
- All directors, activity leaders and volunteers should know what the organisation's policy is on bullying, and follow it when bullying is reported
- All young people and parents should know what the T.U.R.N policy is on bullying, and what they should do if bullying arises
- As an organisation we take bullying seriously. Young people and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

All of us have encountered bullying at some point in our lives, but we all deal with it differently. The

aim of the policy is to work together to ensure that our organisation is a safe place for children and adults to be; whether the community is directly or indirectly affected by bullying or not.

## What is bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In other words - bullying is considered to be 'more than once and on purpose'

Bullying can be short term or continuous over long periods of time.

## Types of Bullying

- Emotional: being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching, slapping or any form of violence
- Direct or Indirect Verbal: name-calling, teasing, threats, sarcasm
- Cyber bullying: All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging. Mobile threats by text messaging & calls misuse of associated technology i.e.: Twitter, Facebook, social media platforms
- Racial: Racial taunts, graffiti, gestures
- Sexual: Unwanted physical contact or sexually abusive comments
- Homophobic bullying

## Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including - poverty, young carers
- Sexual orientation, sexism, or sexual bullying, homophobia

## Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another. This can be achieved by:

- The size of the individual
- The strength of the individual
- The number of group size involved
- Anonymity - through the use of cyber bullying or using email, social networking sites, texts etc

Staff must remain vigilant about bullying behaviours. Children/young people may not be aware, or are unable to realise, that they are being bullied.

The young person displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the young person's age and level of understanding). Other consequences may take place, e.g. a parent/school link worker being informed. Wherever possible, the young people will be reconciled.

In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others, e.g. police, Early Help Service. Serious and repeated bullying is recorded through staff completing the organisation's significant incident log with full details of the event.

The data is reported to the board of directors, and the schools or other establishments from which the participants came to T.U.R.N.

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Using our activities to reinforce awareness
- Having regular discussions about bullying and why it matters
- Anti-bullying week
- Mindfulness activities
- E-safety being frequently discussed

## Implementation

The following steps may be taken when dealing with incidents:

- Any bullying incidents to be reported in an individual's learner log held electronically at T.U.R.N
- In cases of bullying (repeated incidents), the incidents will be recorded by staff on the online serious incident reporting data base and this will be monitored each term through the directors' meetings

- Bullying behaviour, or threats of bullying, must be investigated and addressed quickly.

Young people who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the young person
- Offering continuous support
- Restoring self-esteem and confidence

Young people who have bullied will be helped by:

- Discussing what happened
- Discovering why the young person became involved
- Establishing the wrongdoing and the need to change
- Informing parents or guardians and connected schools to help change the attitude and behaviour of the young person
- In on-going cases, parents will be informed and will be asked to meet with T.U.R.N managing director and a representative from the young persons on role school to discuss the problem. Points raised in the meeting will be recorded and signed by parents in the meeting.
- If necessary and appropriate, police will be consulted
- An attempt will be made to help the bully (bullies) change their behaviour through Restorative Justice practices or through directed educational resources.

## HELP ORGANISATIONS:

- Advisory Centre for Education (ACE) [enquiries@ace-ed.org.uk](mailto:enquiries@ace-ed.org.uk)
- Children's Legal Centre [www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)
- KIDSCAPE, Help for Parents 020 7730 3300
- Parentline Plus 07799 602858
- Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)
- Anti-Bullying Alliance [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

The websites for these organisations also provide information and help.

**This policy will be reviewed annually.**