



## Diamond Families ANTI-BULLYING POLICY

	<u>Written By</u>	<u>Date</u>	<u>Date Reviewed</u>	<u>Review Date</u>
<b>Written by</b>	<b>Emma Shutt</b>	<b>September 2019</b>	<b>September 2022</b>	<b>September 2023</b>
<b>Agreed by Trustees</b>	<b>John Smart &amp; Donna Sturge</b>	<b>September 2020</b>	<b>December 2022</b>	<b>December 2023</b>

### **RATIONALE**

*Diamond Families farm centre is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principals we work and live by. All members of the centre's community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.*

### **MISSION STATEMENT**

*Diamond Families farm centre actively promotes positive interpersonal relations between all members of our community. This policy has been developed through consultation which involved all members of the farm community – children/young people, parents/carers and all school staff.*

## **PRINCIPALS**

### **Diamond Families farm centre believes that**

- Students have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Schools will not tolerate bullying behaviour.
- Bullied students will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

### **DEFINITION OF BULLYING**

*Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of students.*

## **RATIONALE**

### **FORMS OF BULLYING**

- Physical violence such as hitting, pushing or spitting at another student.
- Interfering with another student's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another student.
- Teasing or spreading rumours about another student or his/her family.
- Belittling another student's abilities and achievements.
- Writing offensive notes or graffiti about another student.
- Excluding another student from a group activity.
- Ridiculing another student's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

### **PARTICIPATION & CONSULTATION PROCESS**

Awareness raising programmes (Curriculum & parent information meetings)

- Survey/questionnaires distributed to students, parents and the centre staff.
- Seeking the views of parents at information events.
- Monitoring evaluation and review.

## **RESPONSIBILITIES OF ALL.**

Our staff will

- Foster in our students self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students.
- Discuss bullying with all groups, so that every student learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a trusted adult about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to students who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to (Mary O’Friel, Farm centre manager and, DSL).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

### **The Responsibilities of Students**

We expect our students to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect any student who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

*Anyone who becomes the target of bullies should:*

Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

### **The Responsibilities of Parents**

We ask our parents to support their children and the centre by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to (any member of staff they feel comfortable to speak to) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other students.
- Advising their children not to retaliate violently to any forms of bullying.

- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying

#### Anti-Bullying Policy

- Informing the centre of any suspected bullying, even if their children are not involved;
- Co-operating with the centre, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

#### **The Responsibilities of All**

Everyone should:

Work together to combat and, hopefully in time, to eradicate bullying.

#### **PREVENTATIVE MEASURES.**

*Diamond Families will endeavour to promote positive behaviour:*

- Within the centre community / Holistic Plans
- Learning Coaches / Key worker provision
- Classroom management / Care plans/ Individual Education Plans
- Guidelines for records and sanctions

#### **PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR**

- Steps taken to support and respond to the needs of both bullied and bullying students.
- Records kept
- Action which may be taken

Contacting parents/carers of all students concerned in the bullying incident.  
Investigation.  
Feedback to those concerned.  
Sanctions.

Contacting relevant professionals eg. EWO, Social Care, Family Support, Youth Offending Officer, Education Psychology, Pupil's Local Authority Key Person

## **CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF**

The care and concern of our students is paramount at all times for staff. It is regularly discussed and reviewed at weekly staff meetings.

Staff complete annual safeguarding training which always includes antibullying reminders and strategies.

### **Supporting Organisations and Guidance**

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Beat Bullying: [www.beatbullying.org](http://www.beatbullying.org)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014:  
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”:  
<https://www.gov.uk/government/publications/no-healthwithout-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

### **Cyberbullying**

- Childnet International: [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

### **LGBTQ+**

- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Pace: [www.pacehealth.org.uk](http://www.pacehealth.org.uk)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)

### **SEND**

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- DfE: SEND code of practice:  
<https://www.gov.uk/government/publications/send-code-of-practice0-to-25>

## **Racism and Hate**

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

## **MONITORING AND REVIEW**

*This policy is regularly reviewed by the centre manager.*

*It is annually reviewed by Diamond Families director.*

*It is annually reviewed by Diamond Families trustees*