Louie's Helping Hands

ANTI-BULLYING POLICY

CHAIRPERSON: SARA LLEWELLYN

DATE AGREED: 22 FEBRUARY 2017

DATE OF NEXT REVIEW: 22 FEBRUARY 2018

ALL, STAFF HAVE ACCESS TO THIS POLICY AND SIGN TO THE EFFECT THAT THEY HAVE READ AND UNDERSTOOD ITS CONTENT

Louie's Helping Hands

Anti-Bullying Policy

Objectives of this Policy

Louie's Helping Hands Anti-Bullying Policy outlines what the school will do to prevent and tackle bullying.

Our school community:

- Discuss, monitor and reviews our anti-bullying policy on a regular basis.
- Support staff to promote positive relationships and identify and tackle bullying appropriately.
- Will ensure pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints.
- Parents/ carers will work together with the charity to uphold the anti-bullying policy.
- Seek to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

Definition of bullying

Bullying is "**Behaviour by an individual or a group, usually repeated over a period of time that intentionally hurts another individual either physically or emotionally**".

Bullying can include: name calling, taunting; mocking, making offensive comments; kicking, hitting; taking belongings, inappropriate text messaging and electronic messaging (including through websites, Social Networking sites and Instant Messenger) sending offensive or degrading images by phone or via the internet; producing offensive graffiti, gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Forms of bullying covered by this Policy:

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or circumstances relating to home life.
- Sexist or sexual bullying.
- Cyber bullying.

Preventing, identifying and responding to bullying

We will:
- Work with staff and outside agencies to identify all forms of prejudice driven bullying.
- Work with children to understand what bullying behaviour is and the difference between bad behaviour and bullying behaviour
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.

- Consider all opportunities for addressing bullying including through the curriculum, Circle Time, displays and through peer support.
- Train all staff to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people.

Involvement of pupils / students

We will:
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Discuss with children the difference between bad behaviour and bullying behaviour.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

Liaison with parents and carers

We will:
- Work with parents to ensure the difference between bad behaviour and bullying behaviour is clear.
- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the charity entrance gates that give rise to bullying.

Monitoring & review, policy into practice

We will review this Policy at least once every year as well as if incidents occur that suggest the need for review. The charity uses the guidance by the D of E and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

Responsibilities

This Policy only works if it ensures that the whole charity community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.
It is the responsibility of:

- Sara Llewellyn to take a lead role in monitoring and reviewing this policy.
- Board of Trustees and Teaching and Support staff to be aware of this policy and implement it accordingly.
- Pupils to abide by the policy.

This policy was adopted by: Louie's Helping Hands	Date: 19th May 2016
Reviewed on: 22nd February 2017	Signed: S J Llewellyn
To be Reviewed 22nd February 2018	