

Anti-Bullying Policy

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Bullying can severely inhibit a child's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life. Stiklings wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore this policy promotes practices within our sessions to reinforce our vision, and to remove or discourage practices that negate them.

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. People who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from sessions.

Bullying can take many forms including:

- ★ **Physical** bullying which can include kicking, hitting, pushing and taking away belongings.
- ★ **Verbal** bullying which includes name calling, mocking and making offensive comments.
- ★ **Emotional** bullying which includes isolating an individual or spreading rumours about them.
- ★ **Cyber-bullying** where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media.
- ★ **Racist** bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- ★ **Sexual** bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- ★ **Homophobic** and **biphobic** bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- ★ **Transphobic** bullying occurs when bullying is motivated by a prejudice against people who identify as trans.
- ★ **Disablist** bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- ★ **Sexist** bullying occurs when bullying is motivated by a prejudice against someone because of their gender.

Some warning signs that a student is being bullied;

- ★ Changes in learning performance.
- ★ Appears anxious.
- ★ Regularly feeling sick or unwell. Reluctance to come to sessions/classes.
- ★ Clothes/bags torn or damaged.
- ★ Money/possessions going missing.
- ★ Unexplained cuts and bruises.
- ★ Unexplained behaviour changes, e.g. moody, bad-tempered, tearful. Unhappiness.
- ★ Loss of appetite. Not sleeping. Loss of weight or gaining weight.
- ★ Seen alone a lot.
- ★ Not very talkative.
- ★ Not joining in.

People can talk to any member of Stiklings staff/parents or guardians who will report it to the Stiklings safeguarding officer to be reported and dealt with. Safeguarding/bullying concerns can also be filled in anonymously via our website and directed to the appropriate team. (<https://www.stiklings.com/ourpolicies>)

We are committed to reviewing our policy and good practice annually.

People who have bullied will be helped by:

1. Discussing what happened.
2. Discovering why the person became involved.
3. Establishing the wrongdoing and the need to change.
4. Informing parents or guardians to help change the attitude of the participants.
5. Reporting to safeguarding officers and external associations where appropriate.

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

Stiklings Staff Responsibilities;

- ★ To implement procedures to confront bullying in any form.
- ★ To listen to all parties involved in incidents.
- ★ To investigate incidents promptly and as fully as possible.
- ★ To take appropriate action or to refer to Safeguarding officers as appropriate.
- ★ To record on our incident report forms.
- ★ To share with parents/guardians of the victim and bully, incidents of persistent and/or serious bullying.
- ★ To implement appropriate procedures for a member of staff.
- ★ To promote the use of a range of learning styles and strategies which challenge bullying behaviour.
- ★ To promote open management styles which facilitate communication and consultation within Stiklings sessions and relevant outside agencies when appropriate.
- ★ To model the values Stiklings believes in from the mission statement.
- ★ To promote the use of interventions which are least intrusive and most effective.
- ★ To create a positive inclusive atmosphere where we all have the right to belong and a right to a voice.

Over recent years the [Anti-Bullying Alliance](#) have developed a new way of thinking about responses to bullying via a 'social model' approach. Stiklings will primarily use this checklist below when developing strategies to respond to bullying.

Checklist Topics	Yes/No
The strategy is person-centred.	
SMART (specific, measurable, achievable, realistic and time-bound) outcomes have been identified.	
The child or young person is a part of the setting, not apart from the setting (i.e. not being separated in classes/workshops)	
Any training needs for parents and professionals have been met.	
Diversity is welcome and the child or young person is included.	
The setting has evolved.	
Responses are not about changing the behaviour of the child or young person who has been bullied.	

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Reporting

Reporting any incidence of safeguarding will be done on our incidence and safeguarding reporting form;

[W Safeguarding report form.docx](#)

Reporting of any medical incident or injury is on a separate form; [W Incident report form.docx](#)

We also have an anonymous reporting form on our website for People to fill in if they feel they cannot voice their concerns in person. This is all directed straight to our Safeguarding officer.

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