

POLICY

All young people have the right to live their lives safely free from bullying and JAMES is committed to preventing & tackling all forms of bullying in all areas of the organisation.

The purpose of this policy is to outline the roles and responsibilities of all JAMES staff and volunteers in preventing, tackling and responding to bullying of, or by, young people on its projects. That involves the steps that JAMES will take to prevent bullying and to respond to bullying.

JAMES has accepted the following definition of bullying contained in the 2007 Safe to Learn guidance by the Department of Children, Schools and Families. "Behaviour by an individual or group, usually **repeated over time**, that **intentionally, hurts** (or causes harm to) another individual or a group, either physically or emotionally."

Bullying is usually repetitive but can be an isolated incident, intentional hurting of one person by another or a group, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally and/or emotionally. It can take the form of racial, gender based or sexual/homophobic comments, or can occur online or by phone, in the form of e-mail, texts or on other platforms such as Instagram/Snapchat/Facebook/WhatsApp etc.

Bullying can include, for example;

- Exclusion from groups
- Spreading hateful rumours
- Offensive graffiti / Offensive Comments / Offensive Messages
- Name calling
- Hitting or kicking or repeated intrusion of personal space
- Intimidating attitudes and behaviour (physical or verbal)
- Cyber bullying*; Threatening text or other electronically communicated messages.

Note; All above; Inappropriate behaviour is not always bullying or always unprovoked.

Bullying is a range of behaviour and is often more complex than a straightforward victim-perpetrator pattern.

All Staff & Volunteers/placements should;

- Be aware of the impact bullying has on young people and of the need to respond effectively and quickly to any form of this behaviour.
- Challenge bullying behaviour when witnessed or reported to them and work with children and their families as appropriate to ensure long-term behaviour change. (Punitive sanctions alone do not normally result in success and should be used alongside restorative approaches, where necessary with parents and other agencies).
- Respond when bullying is reported to them. Consideration needs to be given to confidentiality & codes of conduct in securing an agreement with appropriate parties on a course of action and to the delivery of promises that are made to the young person.
- Be aware of the links between bullying behaviour and other forms of violent and discriminatory behaviour, such as domestic violence, hate crimes or racist behaviour-this may have been witnessed at home or in the community and it is important to explore reasons behind the behaviour rather than merely punishing after isolated incidents.
- Be aware that some children are more likely to be victims of bullying than others and as such the challenging of discriminatory attitudes is crucial to tackling the problem.
- Log on the behaviour log any incidents of bullying seen or brought to staffs attention.
- Staff to ensure they are not behaving in a manner that can be considered to be bullying such as not singling out any young people, not verbalising personal attributes or traits (the way young people look or how they behave) and not putting young people down but praise and empower young people.
- Deliver sessions to young people on bullying and the effects as part of their PSD but also when required as additional to address any concerns within groups.
- Create a strike system for any rewards to be removed if bullying happens
- Create a behaviour contract for young people who are bullying others
- Ensure all young people subjected to bullying behaviour are protected.

Young People;

- should not bully others and be mindful of behaviour that might be hurtful to others.
- should not treat someone badly or ignore someone because they are seen to be different.
- should tell someone if they witness bullying behaviour.

- should refuse to join in, condone, encourage or stand by and watch the bullying behaviour of others. Standing up to bullying behaviour usually makes it stop.
- should work with JAMES, their school, their parents/carers and other professionals to ensure that bullying is prevented wherever possible and stopped where it does happen.

Related;

Behaviour Policy
Incidents Procedure / (*Policy*)
Disciplinary Procedure / (*Policy*)
Grievance Procedure / (*Policy*)

Source ref: Kent Safeguarding Children's board

Signature Principal -



Bulling & cyber-bullying	Issue 1.	Confirmed Jan 2013	Latest review Aug 2021
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