



Anti-Bullying Policy

Policy issue date: November 2020

Policy review date: November 2021

Statutory Obligations

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2018 and ‘Sexual violence and sexual harassment between children in schools and colleges’ guidance.

The setting has also read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools” supported by the DfE.

There are a number of statutory obligations on education providers (schools) with regard to behaviour, which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- Provides that every establishment must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.
- Gives managers the ability to ensure that pupils behave when they are not on establishment premises or under the lawful control of school staff.

Also, The Equality Act 2010 requires public bodies to have due regard to the need to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.

The Aims of this Policy

The aim of this policy is to detail the preventative methods and procedures to respond to incidences of bullying. It is important to observe this policy as part of the 4 Strides Equestrian’s purpose and its other policies within safeguarding, behaviour and student welfare. 4 Strides Equestrian make our intentions clear to have a proactive approach to bullying rather than a reactive response. 4 Strides Equestrian are an associate member of the Anti-Bullying Alliance and therefore we implement a clear understanding throughout the organisation, the students and staff that bullying of any degree is unacceptable.

This policy aims to make the Establishment a safe and secure learning environment whereby students feel positive about their time with 4 Strides Equestrian and in doing so rise to challenges and are keen to reach their potential without the barriers and difficulties of the actions of others. It is the responsibility of staff, students and parents/carers that they ensure the safety and happiness of others.

We feel that bullying stems from misguidance and misunderstanding and an inability to self-regulate feelings and emotions towards others. We therefore have every intention to challenge views and misconceptions and educate students accordingly. This includes developing an understanding of homosexuality, bi-sexual and transgender relationships as well as faith and religious beliefs.

This policy shall apply to all employees and volunteers of 4 Strides Equestrian and outlines the manner in which instances of bullying behaviour is dealt with in accordance with DfE guidance November 2014 (Preventing and Tackling Bullying) and the Equality Act 2010.

The *Equality Act 2010* requires due regard of the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.

- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.
- 4 Strides Equestrian will not tolerate any acts of bullying and will work with all those involved to implement the establishment's values and principles towards bullying.

Additional Aims:

- To provide a caring and supportive environment for all students.
- To enable all students to develop the personal skills necessary to deal with bullying if they encounter it.
- To enable students to recognise actions that may lead to bullying and therefore prevent bullying behaviour.
- To encourage students to take appropriate action if they see bullying behaviour.
- To promote positive strategies to combat bullying.
- To ensure that all staff are aware of policies and procedures related to bullying behaviour.

What is Bullying?

ABA defines bullying as:

“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

What to look out for?

Each child presents signs and symptoms of bullying differently, however staff and other students are expected to understand and be observant of the following:

- Does not want to attend and may use a variety of reasons
- Prefers to be driven or accompanied on their journey to site
- Has begun to truant
- Complains of illness more regularly than usual
- Has a reduction in confidence and involvement in activities
- Is less willing to talk in front of others
- There is a recognisable change in their work
- Excuses are made for their errors
- Loss of appetite

- Has visible signs of bruising and marks
- Finds it difficult to explain what is wrong
- Cries without clear reasons for doing so
- Gets frustrated easily and becomes argumentative and aggressive
- Is unresponsive to help and support

There may be a number of reasons for why a young person may demonstrate the above symptoms; however bullying should be considered and not presumed. A thorough investigation by staff should take place to prevent any further possible risk to the child.

Safeguarding of children who have been bullied

- If there is reasonable cause to suspect that a child is suffering, or is likely to suffer, **significant harm** because of bullying, the school will consult and refer such instances immediately to the Designated Safeguarding Lead (DSL).
- Even when safeguarding is not an issue, the school's DSL may consult and work with external agencies to support students who are being bullied, or involved in bullying behaviour.
- Under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety; or to send an electronic communication which conveys a message or image which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Procedures

- Students, parents and carers should feel comfortable in reporting incidences of bullying promptly and in confidence
- 4 Strides Equestrian will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making as appropriate
- Staff will confidentially record a clear and precise account of bullying incidents. This will include details of those involved, date, who it was reported to, the outcome and any details of a follow up
- The establishment will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Discussions will take place with those involved in an act of bullying and written accounts will be documented.
- The reported incident will be passed on to the establishment manager to make a decision on how the incident will be resolved
- The Children Act 1989 states that a bullying incident should be addressed as a child protection concern where there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer significant harm'. Where this is the case staff should follow the Safeguarding Procedures.
- Actions will be put in place to prevent any further risks to the victims of bullying and the prevention of further bullying issues from the accused. This will be in the form of mentoring, restorative practices and targeted intervention. Sanctions may be imposed and made appropriate to the individual, taking into account any difficulties or needs as 4 Strides Equestrian recognise that the bully may have issues to deal with themselves.

Bullying Outside of Establishment Premises

- 4 Strides Equestrian have a specific statutory power to respond to students for poor behaviour outside of the premises. Section 89(5) of The Education and Inspections Act 2006 gives the authority to regulate students' conduct when they are not on school premises and are not under the lawful control or charge of a member of staff.
- This can relate to any bullying incidents occurring anywhere off the establishment's premises, such as on school or public transport, outside local shops or in a town or village centre, particularly if the effects of these incidents are being brought into the establishment.
- When bullying outside the establishment is reported to staff, it will be investigated and acted on. The establishment manager will also consider whether it is appropriate to notify the police or antisocial behaviour coordinator in the local authority of the action taken against a student. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police must be informed.

Cyber bullying

When responding to cyber bullying concerns, 4 Strides Equestrian will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyber bullied .
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the system;
 - identifying and interviewing possible witnesses;
 - Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law,
 - Requesting the deletion of locally-held content and content posted online if they contravene behavioural policies.
 - Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain

Outcomes

4 Strides Equestrian aim to educate and incorporate restorative practices therefore there is every intention to support any disputes and incidences of bullying.

- An apology may suffice depending on the severity of the incident and whether there is any other evidence to prove it is an ongoing or isolated issue

- A mediation meeting may take place depending on the severity of the bullying and whether it is deemed appropriate to do so. Parents will be informed of the incident and will be made aware of any follow up reviews
- The removal of the students placement will be considered in serious incidences or where continual incidences occur.
- Ongoing reviews will take place and recorded as stated in the procedures above.
- Where a number of incidences are being investigated more targeted provision will be introduced to the whole establishment or targeted groups.

Preventative methods

As laid out in 4 Strides Equestrian's intentions, there is a proactive, preventative approach to bullying and educating students' attitudes and misconceptions is paramount. Bullying will not be treated as a faux pas and will be discussed amongst staff and students on a regular basis to embed a community understanding that it is unacceptable.

Students and staff are to be aware of bullying issues and treat each other with respect and dignity. The following areas will also be implemented in preventing bullying:

- Staff will understand and observe acts of bullying
- Regular staff meetings and supervisions will include discussions about any possible bullying issues that have yet to be raised or recorded
- Building positive relationships between the staff and the students will raise confidence to disclose an incident of bullying
- Actively engage students in meaningful activities inside and outside the classroom to avoid boredom
- Pupil voice will be encouraged and implemented on a regular basis around bullying
- Encouraging considerate behaviour and rewarding such behaviour with praise and rewards.
- Yearly reviews will monitor data related to bullying incidences recorded and we will look for any patterns or possible causes where strategies can then be put in place.

Students who display bullying behaviour may be helped by:

- Discussing what happened and how to resolve the situation.
- Discovering why the students became involved.
- Establishing the wrongdoing and need to change.
- Informing parents, carers or guardians to help change the attitude of the student.
- The implementation of a programme that aims to foster positive interpersonal skills. This may involve work with specialist outside agencies.

Students who have been bullied may be supported by:

- Being provided with an immediate opportunity to discuss the experience with a teacher, learning support assistant, outreach worker or member of staff of their choice.
- Being reassured about the circumstances of their situation.
- Being monitored by the staff and provided with a programme of support to restore self-esteem and confidence.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.

- Reporting to Lincolnshire Children’s Services when a child may be suffering or likely to suffer harm.
- Involving other external agencies to support when appropriate

Supporting adults

4 Strides Equestrian takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead/line manager / the establishment manager.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off site or outside of normal school hours (including online), 4 Strides Equestrian will still investigate the concern and ensure that appropriate action is taken in accordance with the behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with their line manager and/or the Centre Manager to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the establishment’s official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Records

- Careful records must be kept of all reported incidents, the advice and support given and the response of the bully and the bullied person in their personal file.
- All incidents of bullying will be reported and recorded by the member of staff dealing with it.
- The records of bullying incidents will be analysed to identify ongoing incidences and ensure repeat offenders are identified and supported. The effectiveness and impact of advice and support given in reducing the number of incidents will be evaluated regularly.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk

- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS)
www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:

www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-andgenderrelated/preventing-and-responding-sexual

- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:
www.antibullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-gender-related

The policy will be promoted and implemented throughout the establishment and will be amended by 4 Strides Equestrian UK LTD.

Approved by

Signed: Name: Date:

Director