

ANTI-BULLYING POLICY

COURSES FOR HORSES

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our participants so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our centre. If bullying does occur, all participants should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell the staff.

Objectives of this Policy

- All managers, teaching and non-teaching staff, participants and parents will have an understanding of what bullying is.
- All managers and teaching and non-teaching staff will know what the centre policy is on bullying, and follow it when bullying is reported.
- All participants and parents will know what the centre policy is on bullying, and what they should do if bullying arises.
- As a CLTH Centre we take bullying seriously. Participants and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

What Is Bullying?

Bullying is generally considered to be behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying is any behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenceless.

Bullying can take many forms and includes;

- **Physical bullying** - Examples of physical bullying include punching, kicking or hitting. It could also include damage to work or another person's belongings.
- **Emotional bullying** - This includes the deliberate isolation and rejection of an individual - often by taking their friends away. Emotional bullying can also include looks and stares.
- **Verbal** – Verbal bullying will include name calling, put downs and may include sexual, or racial comments.
- **Prejudiced based bullying** - This form of bullying is generally driven by negative attitudes towards another group of people, or because the selected victim is seen as 'different' in some way. This can include homophobic bullying, racist bullying and the bullying of children with SEN.
- **Cyber bullying** - This is the use of electronic communication to deliberately hurt someone. This includes the intentional sending of hurtful messages and inappropriate images.

Responding to Bullying

- Report the incident to a safeguarding officer as soon as possible
- Provide strategies to support those that are both bullied and those who bully
- Bullying, incidents will be recorded by staff on behaviour watch
- Parents will be informed and will if needed be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

Anti-bullying strategies

- **Restorative Justice** - a process which gives victims the opportunity to meet or communicate with those who have offended against them. It holds offenders to account and helps them take responsibility for the harm they have caused. Both parties discuss next steps and the offender can then make amends.
- **Age appropriate visual learning aids** – looking at ABC's (action, behaviour, consequence and learning outcome for socially appropriate responses to situations.)

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to centre (centre phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating

- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and will be investigated.

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, exclusion will be considered
- If possible, the participants will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- A learning intervention will be put in place for the bully and the victim.

Prevention

We will use Steps methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of centre rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- using a range of resources targeting the behaviours

HELP ORGANISATIONS:

Bullying Info Line 0808 800 2222

Childline 0800 1111

Web Links

Bullying Info Online - www.bullying.co.uk

Childline - www.childline.org.uk

CEOP - ceop.police.uk/safety-centre

Thinkuknow - www.thinkuknow.co.uk