|  |
| --- |
| Anti-Bullying Policy |
|   |

|  |
| --- |
| **Policy Title**  |
| **Anti-Bullying Policy** |
| Version Number | 1.2 |
| Policy Implementation Date | 01 AUG 2021 |
| Peregrinate Policy Manager | Angela Mollan, Chris Mollan |
| Approved by Senior Management | 01 AUG 2021 |
| Approving Signature | Angela Mollan |
| Policy Review Date | 01 JUL 2024 |

1. **INTRODUCTION - WHAT IS BULLYING?**

Bullying is behaviour by an individual or group, repeated over time, that intentionally

hurts another individual or group either physically or emotionally. Bullying is often

motivated by prejudice against particular groups, for example on grounds of race,

religion, gender, sexual orientation, or because a young person is adopted or has caring responsibilities. It might be motivated by actual differences between young people, or perceived differences solely in order to give a feeling of power, status or other gratification, to the bully.

Bullying can occur in a variety of forms:

**a) Physical:**

A young person can be physically punched, kicked, hit, spat at, etc.

**b) Verbal:**

This can take the form of name calling. It may be directed towards gender, ethnic origin, physical or social disability, personality, etc.

**c) Exclusion:**

A young person can be bullied by being excluded from discussions or activities.

**d) Emotional:**

A young person can be emotionally bullied by being tormented, ridiculed, humiliated, or ignored.

**e) Sexual:**

This can take the form of unwanted physical contact or abusive comments and can be directed at someone of the same sex as well someone of the other sex.

**f) Damage to Property or Theft:**

Students may have their property damaged or stolen. Physical threats may be used by the bully in order that the student hands over property to them.

**g) Cyber-bullying:**

A young person can be bullied through threats or name-calling by text messages or on social networking sites on the internet. Should we suspect that there may be indecent images, videos or media, or bullying, threatening, or inappropriate content the suspected mobile, iPods, tablets and iPads and all similar devices will be confiscated and placed in a secure Faraday Bag to prevent wireless or Bluetooth interference or deletion of the content. We will then supply the bag as evidence to the appropriate authority.

**B) POLICY PRINCIPLES**

1. **Rights and responsibilities relating to bullying**

In Peregrinate Ltd.:

everybody has the right to feel safe from physical or verbal bullying

everybody has the right to be able to work and learn without other people making it

difficult for them

everybody has the right to be treated with fairness and respect at all times

staff have the responsibility to impose fair consequences on students who exhibit

bullying behaviour

1. **Rules**

Peregrinate Ltd. students are expected to:

Treat all others with fairness and respect

Report all incidents of bullying

1. **Bullying as Unacceptable Behaviour**

Bullying is a form of unacceptable behaviour for which exclusion (temporary or

permanent) from the premises is likely. It can be regarded as unacceptable because of the severity of a particular behaviour or because of the frequency of less serious

behaviour.

The situations in this section are not exhaustive and staff at peregrinate take all instances of alleged bullying seriously and will consider all cases individually and impartially.

**APPLYING THE PEREGRINATE SCHOOL BEHAVIOUR SUPPORT**

**PLAN PROCEDURES TO BULLYING**

1. **Behaviour Levels**

|  |  |
| --- | --- |
| **Level** | **Description** |
| **1** | No incidents in the classroomNo incidents at other timesA successful learnerSelf-motivated |
| **2** | Classroom disruptionIncidents between classNo risk to othersSettles when told |
| **3** | Refusing to workRefusing to co-operateConstant disturbance in classVerbal abuse to people on siteSignificant safety risk from careless, reckless or aggressivebehaviour |

1. **Response Hierarchy**

All staff are requested to use the following hierarchy to deal with unwanted behaviour.

|  |  |
| --- | --- |
| Managed in classroomLevel 1 | Praise and rewards for positive behaviourCertificatesTelephone call home- lettersAcknowledgement of academic learning andprogress |
| Managed in classroomLevel 2 | A look, point, signal, joke, any other strategyPositive behaviour strategies- see staffbehaviour training manualFirst reminderFinal reminderBehaviour recorded officially |
| Elevated to manager levelLevel 3 | First incident sent out of session fordiscussion with Learning Support staff and recorded officiallyIncident report to Manager, Parent/Carer/Host School |

**3) Incident Management**

|  |  |  |
| --- | --- | --- |
|  | **BEHAVIOUR LEVEL** | **ACTION** |
| **Bullying: on or offsite** | Level- 1, 2: repeatedsitting between friends | Stopped and separatedReminders ofappropriate behaviour |
|  | Level 2: Low level butintentional put down,not between friends | Stopped and separatedReminders ofappropriate behaviourand consequencesIncident report if requiredApologies insisted upon |
|  | Level 3: Intentionalbullying by individual orgroup, on or off-site | Stopped and separatedReminders ofappropriate behaviourand consequencesIncident reportFixed term exclusionParental meetingPossible removal ofprivileges and additional sanctions |

1. **Consequences of Negative Behaviour Choices**

Minor incidents of skitting are best dealt with using conflict management techniques, as quickly as possible.

Act as a positive role model, demonstrating respect, clear communication, impartiality and effective conflict resolution.

Any incident which involves intentional verbal or physical bullying must result in

immediate referral to Management. Where possible the offender should be

escorted from the area concerned to Manager.

Incidents need to be dealt with as quickly as possible.

The students involved should be separated, other students removed from the area

and statements should be obtained from them and any witness(es).

Parents/carers/host school should be contacted regarding any injury or

punishment and a meeting with the parent/carer/host school should be set up for the

learner’s return day if an exclusion has been given.

**5 Off-site days (fixed term exclusions) and Limited Attendance**

**Programmes**

Off-site days and Limited Attendance Programmes can be enforced where the student has demonstrated high levels of bullying of another student.

In determining the appropriateness of off-site days or limited attendance programmes, the following will be taken into account**:**

whether the behaviour occurred on Peregrinate Ltd. premises

the extent of the bullying and

whether the bullying was committed alone or as part of a group.

Note:

This policy document compliments:

Peregrinate Ltd. Safeguarding Policy

Peregrinate Ltd. Promoting Good Behaviour Policy

Peregrinate Ltd. E-Safety Policy