



## Anti-Bullying Policy

PLUS Education is committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our centres. If bullying does occur, we want all students to feel able to inform a member of staff and to know that incidents will be dealt with promptly and effectively. We want a culture of *telling* in which *anyone* who is aware of bullying will report it to a member of staff.

Everyone has a right to be treated with respect. Pupils who are bullying will be excluded from participation from in our courses.

### What is bullying?

Bullying is the use of aggression with the intention of hurting another person. It results in pain and distress to the victim. It can occur in any of the following forms –

- Emotional – exclusion, unfriendliness, tormenting
- Physical – any use of physical force
- Racist – taunts, graffiti, gestures
- Sexual – unwanted physical contact, abusive comments, innuendo
- Homophobic – actions or verbal comments because of or about sexuality
- Verbal – name-calling, teasing, spreading rumours
- Cyber – misuse of mobile phones, internet or email facilities.

### How do we aim to prevent or eradicate bullying?

All PLUS staff should have a clear understanding of what bullying is.

All staff should be aware of PLUS's policy on bullying and follow it when an incident is reported.

All students and Group Leaders should know PLUS's policy on bullying and what they should do to report an incident.

As an organisation we take bullying seriously. All students and Group Leaders should feel that they will be supported if an incident is reported.

Bullying will not be tolerated.

### How can we identify if a student is being bullied?

Staff should be aware of these possible signs and should investigate if a student:

- is unwilling to go to classes
- skips classes
- begins to perform badly in class
- becomes withdrawn
- starts lacking in confidence
- cries him/herself to sleep at night
- has repeated nightmares
- reports feeling ill in the mornings
- has damaged clothes or books
- has unexplained cuts or bruises
- has possessions which are damaged or 'go missing'
- continually 'loses' money
- becomes aggressive, disruptive or unreasonable
- starts to bully others
- stops eating
- stops using the internet or mobile
- is nervous when a text or email is received



- does not want to travel on a coach
- is frightened to say what seems to be wrong
- gives improbable excuses for any of the above

These forms of behaviour may well be indicators of other issues, but could be the result of bullying and should be investigated.

### **Procedures:**

Incidents of (suspected) bullying should be reported to the Course Director or Welfare Director.

The bullying behaviour must be investigated and stopped quickly.

Serious incidents will be recorded by the Welfare Director and reported to Head Office.

If necessary, parents of the bully and/or the victim will be informed.

An attempt will be made to help the bully/-ies change their behaviour.

The bully/-ies may be asked to apologise genuinely.

If possible, the students will be reconciled.

Other consequences may also be employed by the centre management staff.

After the investigation and resolution, details will be recorded to help ensure repeat incidents do not occur.

### **Further information is available from:**

Children's Legal Centre	0845 345 4345
Parentline Plus	0808 800 2222
<a href="http://www.kidscape.or.uk">www.kidscape.or.uk</a>	
Kidscape Parents' Helpline (Mon-Fri, 10-4)	0845 1205 204
<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>	
<a href="http://www.safechild.co.uk">www.safechild.co.uk</a>	