

# REACH

Date of Policy: March 2018

Review of Policy: March 2019

## **Bullying Policy and Procedures**

At the REACH Centre we are committed to providing a caring friendly and safe environment for all members of the Centre community.

Bullying of any kind is unacceptable at REACH and will be dealt with promptly and effectively.

### **Definition of Bullying**

*Bullies have been defined by pupils at the Centre as “ people who are cruel deliberately to living things” and those “ who pick on or hurt people for fun”, “people who are cowardly”, “people who feel bad themselves and want to make others feel bad too”, “Often bullies themselves”.*

The Centre definition of bullying is therefore.

*The deliberate desire to hurt, threaten or frighten someone else.*

***Bullying is now declared illegal.***

Bullying can take many different forms and can include:

- excluding others;
- damage to property;
- graffiti;
- borrowing without permission;
- vandalism;
- silent pressure
- ignoring;
- refusal to sit next to;
- group pressure;
- invasion of privacy;
- name calling;
- rumours / malicious gossip;
- note passing;
- heckling;
- intimidation;
- physical violence;
- incitement;
- cyber bullying (email)
- text messages
- dirty looks
- Racial Abuse

- Discrimination
- Sexuality
- Black Mail
- Harassment
- Threats
- Sexual innuendo/ Pressure

The REACH Centre's formal and informal curriculum is an important vehicle for combating bullying and equips students with the skills, knowledge and understanding to recognise and challenge it.

### **Procedures**

The Centre aim is to provide a secure environment where students can report incidents confidently, knowing that they will be taken seriously.

- All incidents of bullying should be reported to a member of staff.
- Serious incidents of bullying will be referred to a senior member of staff and recorded on a Bullying Incident Sheet.
- All staff should ensure that reported incidents of bullying record the evidence of both victim and bully.
- Parents should be informed of any recorded incidents of bullying.
- Where necessary (in cases of physical assault) the police will be contacted.
- All incidents will be dealt with in accordance with the Centre Behaviour Policy.

### **Victim Support**

Victims of bullying must be fully supported and in order for the Centre to create a climate in which the victims of bullying feel able to report incidents, all staff, students and other members of the Centre community should be encouraged to report all incidents of bullying.

Effective action to support victims could include:

- speaking separately to support and reassure the victim and give them the opportunity to discuss the incident;
- explaining what action the Centre will take;
- investigating the background to the incident;
- recording serious incidents using the appropriate form;
- informing parents of incidents.

Effective action for bullies could include:

- speaking separately to the bully explaining clearly and calmly why the behaviour was wrong;
- investigating the background of circumstances which led to the incident;
- where appropriate referring to a senior member of staff and reporting using appropriate form;
- contacting parents in order to make it clear that such behaviour is unacceptable;
- considering the use of positive strategies to discourage bullying;

- in serious incidents the police should be contacted.

Follow up on bullying:

- monitor bullies behaviour;
- inform staff where appropriate to keep on eye on the victim for future incidents;
- consider discussing the issue in assembly or group time.