ANDERIDA ADOLESCENT CARE

ANTI-BULLYING POLICY

All staff members will be committed to creating a welcoming, inclusive environment in which bullying is not tolerated and will create an ethos of team spirit and respect.

Bullying is defined as:

- A deliberate intention to hurt or humiliate.
- A power imbalance that makes it hard for the victim to defend themselves.
- Usually persistent.

Bullying comes in different forms:

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Kicking
- Hitting
- Pushing
- Taking belongings
- Inappropriate touching
- Producing offensive graffiti
- Spreading hurtful rumours
- Pressured a person to act against their will
- Leaving someone out of groups
- Intentional exclusion

Cyberbullying

Cyberbullying is when one person, or a group of people, tries to threaten or embarrass someone else using a mobile phone, digital devices or the internet. Cyberbullying is just as harmful as bullying in the real world and should never be ignored. Cyberbullying can also be a form of sexual exploitation when it involves sexual content.

Those who take part in online bullying often use a group of friends to target their victims. They can ask others to add a comment to a photo on a blog, or forward something embarrassing onto another group of friends. Sometimes, these people don't even realise they're bullying someone.

There are lots of different types of cyberbullying. These are the main ones:

Email: Sending emails that can be threatening or upsetting. Emails can be sent directly to a single target or to a group of people to encourage them to become part of the bullying. These messages (or 'hate mails') can include examples of racism, sexism and other types of prejudice.

Forwarding and laughing at these messages becomes part of the bullying.

Instant messenger and chat rooms: Sending instant messenger and chat room messages to friends or direct to a victim. Others can be invited into the bullying conversations and they then become part of it by laughing.

Social networking sites: Setting up profiles on social networking sites to make fun of someone. By visiting these pages or contributing to them, individuals become part of the problem and add to the feelings of unhappiness felt by the victim. Posting intentionally hurtful comments on line.

Mobile phone: Sending humiliating and abusive text or video messages, as well as photo messages and phone calls over a mobile phone. This includes anonymous text messages over short distances using Bluetooth technology and sharing videos of physical attacks on individuals (happy slapping).

Interactive gaming: Games consoles allow players to chat online with anyone they find themselves matched with in a multi-player game. Sometimes cyber bullies abuse other players and use threats. They can also lock victims out of games, spread false rumours about someone or hack into someone's account.

Sending viruses: Some people send viruses or hacking programmes to another person that can destroy their computers or delete personal information from their hard drive.

Abusing personal information: Many victims of cyberbullying have complained that they have seen personal photos, emails or blog postings posted where others could see them without their permission.

Social networking sites make it a lot easier for web users to get hold of personal information and photos of people. They can also get hold of someone else's messaging accounts and chat to people pretending to be the victim.

The effects of Cyberbullying

Even though cyberbullying cannot physically hurt individuals/young people, it can still leave them feeling mentally vulnerable and very upset. They can also feel scared, lonely, stressed and believe that there is no way out.

Escaping cyberbullying can be very difficult. Anyone can get access to a mobile phone or the internet almost anywhere and so it can be tough for those on the receiving end to avoid it - even in the safety of their own home.

If any young people report or are observed being a victim of bullying or cyberbullying, staff will intervene immediately. Young people experiencing cyberbullying should be encouraged to:

- **Not reply**

- **Keep all abusive mail** - Whether it is email or text messages as it is all evidence

- **Block the number of the person who is sending abusive messages/ calling**

- **Understand bullying and use the support around them**. Discuss why bullies bully with young people and research with them what action can be taken.

- **Take action**. Sometimes by not replying, the bully simply loses interest and the whole thing comes to an end. If this is not the case, prepare your evidence carefully and take it to the police, the internet service provider, mobile phone service provider, or the school. Report all abusive online activity with a sexual nature to CEOP (Child Exploitation Online Protection)

All incidents will be recorded on the appropriate paperwork and reported to the home's manager.

General Responses to Bullying

If any young person is the perpetrator of bullying, consequences will be applied drawing on Non-Violent Resistance (NVR) methods and principles. Restorative justice will be offered alongside this to support the young person to understand their behaviour and the impact this has on others.

Key hours/de-briefs will take place following an incident to give the young people the opportunity to discuss their thoughts and feelings and any support they may require.

If bullying is reported at school, staff will work closely with the teaching staff, ensuring all incidents are recorded and reported and appropriate consequences, NVR and restorative work is offered within the home to support appropriate behaviour at school. If bullying is persistently reported members of staff may attend the school for the purposes of raising their presence within the school and resisting further bullying of the young people.

If any incidents are deemed to be a criminal offence, police intervention will be sought immediately.

Bystanders and those who encourage the bullying behaviour are deemed to be contributing to it.

Organisational anti-bullying practices and procedure are in place to ensure the five 'Every Child Matters' outcomes can be achieved. Tackling bullying is mentioned explicitly under two of the outcomes:

Stay Safe

Children and young people need to be safe from bullying and discrimination.

Make a Positive Contribution

Children and young people are helped to develop positive relationships and choose not to bully or discriminate.

All staff are to read the government guidance: **'Safe from Bullying in Children's Homes'**