



Anti-Bullying Policy

September 2023



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Introduction

The Director and staff at World Alternative Education are committed to safeguarding the welfare of students and vulnerable adults. Policies and practices will be robust and contain the necessary measures to enable all staff to fulfil their roles and responsibilities with full regard to this commitment.

- a) The policies and procedure contained in this document apply to everyone who is in contact with students who come to World Alternative Education Limited.
- b) We each have a role to play in ensuring that the students in our care feel safe.
- c) We all share the responsibility to protect our students and that includes taking the right steps to ensure that their safety is maintained.
- d) It is our statutory obligation to follow procedures
- e) These procedures are set down in this document

Rationale

World Alternative Education Limited is committed to the protection, support and care of all members of the company. We believe that the emotional, physical, mental and spiritual welfare of the student is paramount. In doing so, we wish to create an atmosphere where students and staff feel safe and secure and where they can enjoy positive and open relationships with other. Students must also be able to interact with staff and fellow students without prejudice.

Principles

World Alternative Education Limited is a community learning project. Therefore, we will aim to treat all members of our community with tolerance, love and respect.

As a learning community we must ensure that our policies and practices minimise bullying and always help and support every member of the community. Students in our care should be able to excel in their learning and development in accordance with their own ability and potential.

Equally, members of staff should be able to fulfil their professional duties without impediment. Therefore, our policy on anti bullying and the procedures which are in place are intended to reflect those beliefs. We are committed to sustaining a culture in which those barriers to teaching and learning that are a consequence of bullying are removed. In line with our company behaviour policy we have also adopted restorative justice in our daily routines. In carrying out our responsibilities, all staff will seek opportunities to emphasis the message of this policy and put it into practice.

Aims

To ensure that:

- The Director, Manager, all staff, students and parents/carers should have an understanding of what bullying is
- The Director, Manager, all staff, students and parents/carers should know what the company policy is on bullying, and follow it when bullying is reported

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- All students and parents/carers should know what the company policy is on bullying, and what they should do if bullying arises
- As a company we take bullying seriously. Students and parent/carers should be assured that they will be supported when bullying is reported
- Measures are put in place which prevent or address incidents of bullying.



These are:

- To establish and maintain a culture of zero tolerance
- To provide mechanisms for students and/or staff to report incidents of bullying.

Definition

For the purpose of this policy document, the following definition of bullying will apply:

Bullying may be defined as the deliberate abuse of power by an individual or group intended to cause distress to another individual or group, whether adult or children. It may happen frequently or occasionally and can take many different forms:

- Emotional. Being unfriendly, excluding, and tormenting (e.g. hiding books, threatening gestures, damaging property, theft)
- Physical. Pushing, kicking, hitting, punching or any use of violence
- Racist. Racial taunts, graffiti, gestures
- Sexual. Unwanted physical contact or sexually abusive comments
- Homophobic. Because of, or focussing on the issue of sexuality
- Verbal. Name calling, sarcasm, spreading rumours, teasing
- Cyber. All areas of internet, such as email, social network sites such as Facebook, internet chat room misuse
- Mobile threats by text messaging & calls
- Misuse of associated technology, i.e. camera & video facilities
- Social/familial. Because of socio economic background
- Educational. Because of education ability (G&T, SEN)

Bullying is damaging for both victim and perpetrators and is usually linked with secrecy and threat. It can lead to feelings of fear, misery, isolation, loneliness, powerlessness and hopelessness, as well as physical signs in the victim and a sense of power and control in the perpetrator.

Therefore, bullying will not be tolerated at World Alternative Education Limited and will be taken seriously.

Relationship with Other Policies

This policy should be understood and applied in conjunction with other related policies, especially child protection, whistle blowing, confidentiality, drug education and drug related incidents and achievement, behaviour and attendance policy and e-safety policy.

How We Will Support Victims of Bullying in our provision

The supportive environment which exists in our company encourages all members of our community to feel confident in speaking out about bullying (c.f. whistle blowing policy).

Headquarters: Moor House Adventure Centre; Rainton Gate, West Rainton, Houghton le Spring, Tyne & Wear. DH4 6QY.

Tel: 01915841703 (Opt. 5) Mob: 07792834117 Email: abworld365@gmail.com Web: www.worlds.org.uk

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We will continue to raise awareness of the issue of bullying. We have identified members of staff who are available during the day to talk to students who have concerns about bullying. In carrying out this important responsibility we are supported by the Director who can be contacted at anytime. Whole staff training incorporated into safeguarding updates.



How We Will Deal With Incidents of Bullying

We deal with reports of bullying using a staged response approach: incidents of bullying can be reported by students to any member of staff.

Members of staff detecting a bullying situation are responsible to investigate or alert the World Manager as soon as possible to allow an opportunity to investigate the situation.

Parents can report the incidents of bullying via telephone, email or in person.

The stages below will be followed:

1. Information any students involved will be spoken to by a member of staff and if necessary statements will be requested from other students or staff.
2. Investigation and action will be taken in relation to the incident and students involved. At this stage the Manager will contact parents of any students where it is deemed appropriate.

Every person involved will be approached with care and understanding for their individual or family circumstances. The incident will be logged and the host school will be informed.

3. If the perpetrator re offends he is referred to the host school to follow their advanced anti bullying procedures.
4. Persistent bullies will receive a home visit from The Manager or The Director and a letter of warning.
5. If no improvement then the student will be asked to leave.

How We Will Recognise Incidents of Bullying Signs and Symptoms

A student may indicate by signs or behaviour that he is being bullied. Adults, at home and in our provision, should be aware of these possible signs and that they should investigate if a child:

- Is unwilling to attend our provision (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering or self harming
- Attempts or threatens suicide or runs away
- Cries himself to sleep at night or has nightmares
- Feels ill in the morning
- Underperforms in academic work
- Comes home with clothes torn

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- 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 students or siblings
- Stops eating
- Is frightened to say what is wrong with him
- 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 should be investigated.

Help Organisations

Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0191 345 4345 Kidscape

Parents Helpline (Mon – Fri 10-4) 0845 1205 204

Parentline Plus 0808 800 2222

Youth Access 02 8772 9900

Bullying Online www.bullying.co.uk

NSPCC 0800 800 500

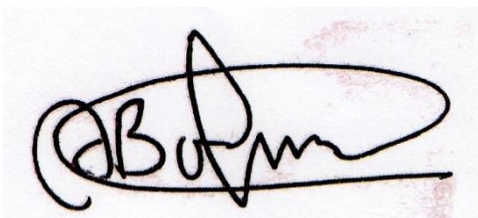
Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Policy Review

This policy will be reviewed annually or in light of any changes in legislation and/or guidance.

This policy document will be reviewed in September 2024.

Signed by:



Centre: Rainton Gate, West Rainton, Houghton le Spring, Tyne & Wear. DH4 6QY.

Tel: 01915841703 (Opt. 5) Mob: 07792834117 Email: abworld365@gmail.com Web: www.worlds.org.uk



COMPANY NUMBER 10385941



Andrew Burlison (Managing Director)

Headquarters: Moor House Adventure Centre; Rainton Gate, West Rainton, Houghton le Spring, Tyne & Wear. DH4 6QY.

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