



Lakeside @ Our Place

Anti-Bullying Policy

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1. Policy Statement

The Children's Homes (England) Regulations 2015 'The protection of young people standard 12.–(1) The protection of young people standard is that young people are protected from harm and enabled to keep themselves safe.' 'The positive relationships standard 11.-8.1- bullying is a behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can be in many forms and this standard's references to bullying cover bullying of any kind or description.' This policy should be read in conjunction with Lakeside Safeguarding young people and Protection of young people Policy.

Young people, staff and visitors to Lakeside should all feel welcome, safe and happy. The home strives to ensure this through the ethos, structure, education and training provided so that young people can thrive and develop to their full potential.

Bullying of any kind will disrupt a young person's peace of mind and affect their learning and their social development. It denies them an equal opportunity to achieve and everyone has a responsibility to prevent this occurring.

Bullying is a difficult concept for young people with severe learning difficulties to comprehend and as such is unlikely to be demonstrated by young people living at Lakeside. We are, however, aware that inappropriate behaviour which could be interpreted as bullying is possible and we would wish to modify it where we reasonably can. Lakeside is committed to protecting all young people from situations in which one person's behaviour is detrimental to the well being of another. Such identified behaviour will result in action through the introduction of appropriate measures to protect and support the vulnerable person and identify behaviour change programmes for the perpetrator. The behaviour recording/monitoring systems employed by the at Lakeside will identify any potential problems.

This policy has been written with advice taken from the DCSF and OFSTED and includes some strong terminology. It is written to raise awareness of the need to identify behaviours that could affect the well being of others and act appropriately to protect and mediate. No young person at Lakeside should ever be labelled as a 'bully'.

If a situation arises where a young person is seen to be a victim of another's behaviour then appropriate action is taken urgently, this policy will identify the behaviours that may cause concern and the actions needed to be taken by staff. Staff should feel confident in their ability to protect the young people and help the perpetrator with the behaviour that they are demonstrating. Young people should, where possible be able to access information in relation to bullying and have access to a method of communicating to staff any problems or concerns that they may have in connections to another person's behaviour.

2. Aims

Lakeside @ Our Place:

- supports staff to identify and tackle bullying appropriately;
- ensures as far as possible that young people are aware that all bullying concerns will be dealt with sensitively and effectively;
- reports back quickly to parents, social workers and relevant others regarding their concerns on bullying;
- seeks to learn from anti-bullying good practice and utilise the support of placing authorities and all relevant statutory and voluntary organisations where appropriate.

Our policy and practice is to be:

- Promoted by staff on behalf of young people with severe learning disabilities or those unable to advocate for themselves
- Aimed as prevention of bullying behaviour through behaviour management programmes and individual behaviour plans.
- Supportive of both victim and perpetrator

3. Definitions of Bullying

The Oxford English Dictionary Definition:

- Bully - "A person who makes himself or herself a terror to the weak or defenceless."
- Bullying - "To intimidate, to abuse."

Lakeside uses the definition:

- Bullying is an action that, over a period of time is physically or mentally harmful.

This can take the form of:

- Name calling
- Teasing
- Racist remarks
- Violence
- Threatening violence
- Isolation
- Ridicule
- Indirect action such as unpleasant gossip
- Anxiety provoking behaviour
- Playing on a person's obsessions
- Deliberate use of 'trigger' words or actions to upset a person
- Manipulation or incitement to bullying
- Taking or mistreating things belonging to other young people

4. Strategies to tackle Bullying

4.1 Education

Staff will be good role models for young people and will manage young people and potentially difficult situations proactively and positively.

Young people will be taught appropriate interaction and response strategies through structured social communication activities, awareness through the home's meetings and role modelling techniques. Young people will also be taught appropriate strategies to combat bullying behaviours using similar activities. Symbols and pictorial information will be used to assist young people with limited understanding of the spoken word or for whom English is not their first language.

Lakeside @ Our Place promotes feelings of self-esteem and well-being across all areas of a young person's life in the home. Young people are encouraged to undertake activities to promote these feelings to others, providing each other with positive acknowledgement of effort, skill or action.

4.2 Other Preventative Measures

Lakeside @ Our Place recognises that there are certain times when young people are more vulnerable to being bullied in education/ workplace settings and in home by other young people and that some of the young people accommodated within Lakeside display opportunistic behaviour and will use certain situations in which to bully other young people.

These situations can include:

- Communal times in communal areas including the family room, quiet sitting room or dining room in the home or whilst attending college or work placements.
- Whilst travelling in the cars alongside other young people
- If one young person is having time alone in the home especially in bedrooms where another young person can intimidate them or gain uninvited access to their personal space

Lakeside @ Our Place actively promotes raising the awareness of staff caring for young people to possible bullying by training in induction and ongoing professional development including the NVQ programmes and safeguarding training.

Risk assessments are completed for all activities including onsite and off-site activities. The risk of bullying and aggression forms part of the risk assessment and staff are trained to effectively carry out accurate risk assessments. Staffing in these situations is adjusted as part of the identified control measures necessary to reduce the risk of bullying.

Any young person who shows either a risk or history of bullying behaviour towards other young people who are assessed as being particularly vulnerable will have an increased permanent level of supervision and these needs are identified clearly in their individual behaviour plan within their placement plan. This information is updated regularly by Key Workers and any particular risk will be highlighted on the child's general risk assessment.

Risk assessments will identify vulnerable young people. Staff will employ strategies to prevent bullying occurring. Individual behaviour plans will inform staff of appropriate strategies to protect the vulnerable and encourage positive behaviour in the protagonist.

Young people and staff need to be aware that bullying can be inflicted by staff, young people, visitors, and members of the public. All incidents are to be treated with equal seriousness and reported through the Complaints Procedures or Safeguarding guidelines.

If staff are aware of bullying outside of Lakeside that affects the young person, this should also be reported.

5. When Bullying occurs

All staff will be vigilant for signs of bullying and will always take reports of incidents seriously.

Staff must be prepared to advocate for young people who are the subject of bullying but are unable to advocate for themselves.

Young people are to be encouraged to report any incidents of bullying to an adult within Lakeside. Key workers and Lakeside staff should give young people frequent opportunities to talk about issues that may be affecting their wellbeing.

Records of concerns and their outcomes are to be maintained in the young person's Permanent File.

Appropriate, differentiated support is available to help young people identify their problems and express their feelings. Through the use of:

- Key worker meetings
- Independent Advocacy
- Placing authority social worker
- Families
- On site therapists
- Independent Regulation 44 visitor

All incidents relating to bullying must be recorded on an incident form and identified as 'Safeguarding young people'. As such it will then be forwarded to the Senior Management Team who will start the investigative procedure. An investigation will normally be conducted by an interdisciplinary team supporting both the victim and the perpetrator. The identified person or team will provide support action plans for both young people within seven days.

Parents/Guardians and Social Workers will be asked to respond in writing to the action plan presented.

Incidents of bullying that involve violence may be considered a Health and Safety issue; such cases are to be forwarded to the Safeguarding Officer's immediately and may require reporting to placing authorities and OFSTED.

6. Practice

- All concerns raised about bullying of both young people and adults will be thoroughly investigated.
- A written record of incidents, investigation and outcome will be maintained.
- Lakeside will ensure that action is taken to prevent further incidents.
- Staff will be trained in awareness of bullying and the actions to take if a problem is identified.
- Lakeside will provide support for both the victim and the bully.
- Parents, staff, and residents are made aware of Lakeside's Complaint Procedure.

7. Advice for Staff and Parents/Guardians

- Watch for signs of distress, e.g. reluctant to return to the home, headaches/stomach aches that match activities or groups.
- Watch for possessions going missing, unexplained bruising or marks, damaged belongings or clothing.
- Identify any negative relationship patterns.
- Communicate with young people about activities, likes and worries.
- Note any increase in negative behaviour or any signs of increased anxiety, look for any possible origins for these, consult with senior staff about involving the psychologist
- Any concerns that a young person may be bullied should be reported to the Senior Management Team at the earliest opportunity.

8. References and useful Information

Bullying Online - www.bullying.co.uk

Kidscape

www.kidseape.org.uk,

2 Grosvenor Gardens, London SW10DH- 02077303300

Teachernet - www.teachernet.gov.uk

DCFS ' Bullying: Don't suffer in silence'

www.young peoplessociety.org.uk

Childline 08001111

The Samaritans 08457909090

This policy works in conjunction with:

Lakeside @ Our Place Safeguarding Policy