



Policy No: SJD/HS/01	Authorised by: Davina Powell	Review Date: 10th August 2023
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ANTI BULLYING		

Introduction

This policy relates to the guidance in the Children's Homes Regulations (England 2015) for Children's Homes and in particular: - The Policies for the protection of children (regulation 34) and Behaviour Management Policies and Records (Regulation 35)

This policy must be read in conjunction with the home's policies on:

- Behaviour management
- Methods of care and control (which includes measures of control, discipline and physical intervention / physical contact and restraint / use of physical intervention when dealing with aggression and violence)
- Promoting good behaviour amongst children, young people and consequences which should be adopted in the event of misbehaviour (including sanctions for serious unwanted behaviour)

DEFINITION OF BULLYING

Bullying is an intentional act where the bully intends to hurt another in a psychological or physical way.

This is likely to be rare at SJD Homes because the intentionality behind the act is usually lacking. However, challenging behaviour that hurts or intimidates others are often present in children and young people. Indeed, the criteria for placement at SJD Homes are hard to place, challengingly behaved Children and Young People. Therefore, those placed at SJD Homes and staff must be protected from the effects of this challenging behaviour.

All staff at SJD Homes **MUST** be watchful and observe the social interactions between Children/Young People in the Home. They are therefore at hand to offer immediate support to the victim and to reinforce to the perpetrator the unacceptable nature of the behaviour.

Examples of inappropriate bullying behaviour

- Hitting or punching another young person
- Kicking
- Spitting
- Spoiling someone else's belongings
- Calling names
- Teasing
- Giving nasty looks
- Making racist remarks
- Making remarks about someone's disability
- Spreading rumours
- Not letting someone join in a game

- Not talking to someone or getting other people not to talk to an individual

SJD Homes take the issue of bullying seriously. Bullying is discussed at every staff and Management team meeting along with other aspects of behaviour and behaviour management.

SJD Homes take bullying very seriously. No one can flourish if they are frightened of being hurt or if they are upset or if they are constantly worried that they might see or hear someone who bullies them. SJD Homes works to create an environment where bullying is known to be unacceptable. The unacceptable nature of bullying extends to; include Management, staff, and visitors, regardless of status or extenuating circumstances.

However, staff at SJD Homes know that young people who bully are often themselves in need of support and direction. Whatever the reason for the bullying (and at SJD Homes it may be connected to their special needs) all children and young people must be protected from harm. It is important that staff at the home recognise behaviour that is intimidating to other residents and that they prevent harm from happening.

The most effective way of preventing bullying is to be clear as to what is going wrong for the 'perpetrator' as well as ensuring the full safety and protection of the 'victim'.

Many of the children and young people will have been placed at SJD Homes because they have severe communication difficulties, problems with understanding social situations, difficulties with past experiences of abuse or attachments issues.

At SJD Homes we train staff to understand that; It is important to give our children young people the tools to have more productive interactions with other residents. Therefore, we give **ALL** children and young people individual behaviour plans that seek to promote more positive ways of interacting.

The ethos at SJD Homes is that we are a homely environment which provides consistency and clarity with regards to the expectations for all. Therapeutic and communication methods will always be used in preference to punitive or negative ways of control and discipline. Rules, boundaries, and routines are very important for all our children and young people. Additionally, SJD Homes is a very orderly establishment that provides stability and guidance.

Responding to bullying

Staff vigilance is the most potent deterrent against bullying. Children and young people who bully will know that bullying is **ALWAYS** addressed.

Victims of bullying will have confidence for the same reason. It is therefore important that at SJD Homes staff create a culture and communication network where bullying cannot go unaddressed.

- Staff have access to the anti-bullying policy and awareness of the issue will be given a priority.
- Within house meeting anti-bullying work will be addressed as a group.
- It is important to note that SJD Homes believe that both the bullied and the bully need support. Within SJD Homes an individual key worker will use the key work sessions as a means of ensuring that all young people feel safe and secure.
- For each young person there is a care plan that identifies their vulnerability to being bullied or to bullying.

- When staff complete incident forms they will be requested to state whether a particular incident was due to bullying. This will allow the management team to monitor issues very closely and to respond to any concerns.

When staff are addressing a bully, or bullies it is important that they try to include the following key features into their work:

- Be certain about the known facts
- Confront the “bully” with the allegations – if appropriate
- Make it clear that the behaviour is unacceptable
- See each bully separately if appropriate.
- Be specific about sanctions if bullying
- Follow up to check that behaviour has ceased.
- Pass on information to all appropriate staff
- If necessary, call a strategy meeting to discuss concerns
- Make sure the incident is written up and recorded
- If unsure seek advice from senior staff

Young People and children who are bullied and children who may bully are given the appropriate support by their key care worker. However if these circumstances are more complex, SJD homes will refer them to their social workers for them to receive the appropriate assessment and support through alternative services.

SJD Homes carries out regular risk assessments and these will be updated if required following an incident of bullying. SJD Homes will also document Incidents of bullying by recording them on to the ‘Child’s File’ so that patterns can be monitored.