



Equine Partners counter-bullying policy

(Developed and adapted using Kidscape anti-bullying policy for schools 2005)

Statement of intent

Equine Partners CIC is committed to creating an atmosphere within activities / services for children and young people that explicitly acknowledges that any bullying is unacceptable. All workers/staff/volunteers must have measures in place to prevent and/ or respond to observed or reported bullying.

Where adult to child bullying is suspected, observed or reported it must be managed as a concern about an adult's behaviour within safeguarding procedures.

This Policy statement has been agreed by the Trustees/management committee of Equine Partners CIC and is mandatory for all activities/services supporting children.

This Policy operates in conjunction with:

Equine Partners CIC standards

And the following organisation/group policies:

- Safeguarding and Child Protection
- Code of conduct of adults and children
- Health and Safety

Guidelines

Definition: Bullying is deliberate, offensive, intimidating, malicious, abusive or insulting behaviour which makes the individual feel upset, threatened, humiliated or vulnerable.

Bullying can be:

- Emotional
- being unfriendly,
- excluding,
- tormenting (eg, taking another's belongings), threatening gestures, abusive
- 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 focusing on the issue of sexuality
- discriminatory – about disability, gender, age or other differences
- verbal – name-calling, sarcasm, spreading rumours, teasing
- cyber – all areas of internet ,such as email and internet chat room misuse

mobile - threats by text messaging and calls

misuse of associated technology ie, camera and video facilities.

Why is it important to respond to bullying?

Bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, cause them significant harm (including self-harm)

Staff will encourage children to reduce incidences of the above behaviours by:

role modeling acceptable behaviour
teaching appropriate methods of communication
offering motivation for the individual to work with others
building tolerance of group situations
offering rewards for appropriate behaviour
developing appropriate attitudes
ensuring each child is aware of the complaints procedure and how to access support
having adults or peer mentors who are someone to turn to, and can be trusted to take action
considering environmental or programme changes.

Any child who has been subjected to bullying-type behaviour will be supported, and staff will undertake a risk assessment to ensure that the victim, other children and the perpetrator are kept safe.

Procedures

1. Report bullying incidents to staff.
2. In cases of serious bullying, the incidents will be recorded by staff.
3. In serious cases parents/carers should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion from the group will be considered.
- 3) If possible, the young people will be reconciled
- 4) After the incident/incidents have been investigated and dealt with, we will use these methods for helping children to prevent bullying. As and when appropriate, these may include:
 - writing a set of group rules
 - signing a behaviour contract
 - writing stories or poems or drawing pictures about bullying
 - reading stories about bullying or having them read to a group
 - making up role-plays
 - having discussions about bullying and why it matters.

Signs and symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs.

Monitoring and review

The manager is responsible for monitoring the effectiveness of the Policy and Guidelines via staff observations and feedback and consultation with children and their parents/legal guardians and colleagues.

This policy will be reviewed on 1st January 2019

Signatures F A Hibberd

Date 1st January 2018