Anti Bullying Policy

Policy Information

Responsible Person	**Wayne Stewart**
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Introduction

New Roots Workshop is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Whilst writing this policy New Roots Workshop considered the Department for Education's 'Preventing and Tackling Bullying' document (July 2017) the 'Equality Act' (2010, 2025 update), Equality Duty April 2011 (Updated guidance 2023) and the Department for Education's 'Bullying - Don't Suffer in Silence - An Anti-Bullying Pack for Schools' (2000).

Definition

New Roots Workshop defines bullying as any behaviour by an individual or group, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms, and is often motivated by prejudice against groups, for example:

Racism

Racism occurs when a person is subjected to abuse and harassment because of race, colour, beliefs, or ethnic background. It can be defined as;

- An individual believing that another person's race is inferior to theirs.
- Racism can also be defined as an assumption that one race has the right to dominate or rule another.
- Behaviour that is considered offensive or even aggressive to individuals who are of another race.
- Stereotyped comments.
- Racist propaganda.

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Religion

Bullying because of religion may have less to do with a person's beliefs and more to do with misinformation or negative perceptions about how someone expresses that belief. Sometimes Christian children are bullied by "non-believers'' due to their faith in God or they may receive physical or verbal abuse from more aggressive "non-religious" children that poke fun at their beliefs or who want to prove they are stronger and more powerful than their "religious" peers. Similarly, children from non-Christian backgrounds such as Muslims, Jews, Sikhs or Buddhists may be bullied due to differences in their culture, dress and religious beliefs.

Homophobic/Transgender

Homophobic/ transgender bullying occurs when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality. People may be a target of this type of bullying because of their appearance, behaviour, other physical traits or because they have friends or family who are LGBTQ+ or just because they are seen as being different.

Some of the more common forms of homophobic / transgender bullying include;

- Verbal bullying (being teased or called names, or being described in derogatory terms or with hate speech).
- Being compared to LGBTQ+ celebrities / caricatures / characters that portray stereotypes of LGBTQ+ people.
- Being 'outed' (the threat of being exposed to friends and family.
- Indirect bullying / social exclusion (being ignored or left out).
- Physical bullying.
- Sexual harassment (inappropriate sexual gestures).
- Cyber bullying (being teased, called names and/or threatened via email, text and on social networking sites).

Disability

One of the main reasons for children to bully others is that they are different, and they do not understand them. People's assumptions and prejudices about disability can make disabled children more vulnerable to bullying for several reasons, such as:

- Negative attitudes towards disability.
- A lack of understanding of different disabilities and conditions.
- seeing disabled people as "different".
- They may be doing different work or have additional support at school.
- They may be more isolated due to their disability.

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- they may find it harder to make friends in addition to usual forms of bullying (as above), disabled children may also experience different forms of bullying, like:
    - Manipulative bullying: where a person is controlling someone.
    - Conditional friendship: where a child thinks someone is being their friend, but phases of friendliness are alternated with phases of bullying.
    - Exploitative bullying: where features of a child's condition are used to bully them.

Distinct types of bullying:

At New Roots Workshop all forms of bullying are addressed swiftly and by the same standards. New Roots Workshop recognises four distinct types of bullying:

1. Verbal

Verbal bullying means using words in a negative way such as insults, teasing or put downs, to gain power over someone else's life and cause them distress. Verbal bullying can also take the form of criticism, putting others down, spreading false rumours or threatening to cause someone harm

2. Physical

Physical bullying is when one person or a group of people picks on or harasses another person in a face-to-face confrontational manner. It can be subtle actions to casually degrade the person over time, or it can be a series of more aggressive and direct acts to purposefully hurt the person in a more immediate fashion. Physical bullying can also sometimes be sexual in nature, as its psychological roots are based in the desire to dominate and control to make the perpetrator feel more powerful. Physical bullying can include harassment such as name calling or stalking behaviours, and more violent abuses such as hitting, torture, beating up and intimidating others.

3. Emotional

Emotional bullying is a deliberate attempt to hurt someone else, for example, cruel teasing, talking viciously about people behind their backs, spreading humiliating rumours, and excluding children from group activities.

4. Cyber Bullying

Cyber bullying is when a child is threatened, harassed, tormented, and humiliated by another young person, child, or someone they know by use of the internet, social media websites, mobile phone voice messages and text messages to attack them.

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Roles within Bullying

New Roots Workshop recognise various roles within the act of bullying in accordance with guidance issued by the Anti-Bullying Alliance. New Roots Workshop also recognises the variation in styles of bullying. Anything from intimidation through gesturing, 'looks' or 'evils' (which are all classed as non-verbal bullying), threats or extortion, homophobia, as well as gossip or exclusion from a group. Threatening texts, phone conversations and instant messages are also a style of bullying, though there is cross-over here with cyber-bullying.

Signs & Symptoms of Bullying

Bullying can often be detected early and subsequently stopped if staff and others are alert to certain signs and patterns of behaviour from a young person which then prompt investigation:

- An unwillingness to participate
- Being withdrawn or seeming depressed
- Seeming anxious
- A noticeable lack of confidence or nervous stammering
- Self-harming or other destructive behaviours
- Crying or looking visibly upset
- Trouble sleeping or having nightmares
- Regular illness or faking illness to get out of school or activities
- Poor quality of academic work
- Ripped clothing
- Damaged belongings
- Unexplained cuts and bruises
- A refusal to eat
- A refusal to say what is wrong
- Not wanting to talk about their day
- A decline in their grades
- Unexplained marks
- Loss of interest in friends
- Low self esteem
- Change in eating habits
- Bullying of others (often those bullied start bullying others to get out the anger they feel)

Aims & Objectives

The aim of this policy is to eradicate entirely from the day any form of bullying by creating an environment where every single young person and member of staff feels completely safe. This policy also aims to outline the strategies for eliminating bullying at New Roots Workshop as well as the responses staff must

make if bullying does occur. The objectives of this policy are to make certain that there are well understood strategies that are implemented daily, and guidance to allow staff members and young people (to a lesser extent) to quash bullying entirely. A feeling of vulnerability is met with immediate protection and reassurance, and an objective of this policy is for staff to make this completely apparent to all young people.

Below are the principles, morals and values that drive our policy forwards. Bullying is unacceptable. All allegations are investigated fully and carefully, but it is openness and honesty chiefly that can help ensure bullying doesn't begin in the first place and can be eliminated if it does begin. Thus, New Roots Workshop tackles the issues related to bullying in its programme. Furthermore, coping strategies are discussed regularly through Q&A sessions. New Roots Workshop strives for a harmonious provision, and it is the firm belief of New Roots Workshop that it is the victim that decides what bullying is and not the perpetrator - that if the victim interprets an action as bullying and the perpetrator does not, it is the view of the victim that takes precedence. New Roots Workshop also acknowledges the possibility of 'spill over bullying' i.e. bullying outside of provision hours and does all it can to have as great an effect as possible in ensuring this never happens.

Staff will raise a bullying incident by recording it and promptly emailing it to the Lead Manager. If this occurs, then the Lead Manager or DSL will speak to the victim. All staff are responsible for reporting bullying and making management aware.

Role of Staff

The Leads facilitate any discussions regarding anti-bullying strategies and take on board what the staff have to say. Staff are always aware of issues between young people which might provoke New Roots Workshop's Anti-Bullying Policy.

Initially, staff should try to deal with conflict and develop strategies to prevent bullying occurring in the first place. This allows the intricacies of how a situation is to be dealt with to be discussed and understood by all staff. Directors are also obligated to organise necessary training for the staff, and to ensure that all staff, young people, parents and volunteers are completely up to date with all strategies. Lead managers react to feedback from staff and relay relevant information from families, authorities etc. to the appropriate staff.

The day-to-day implementation of anti-bullying strategies is the responsibility of all staff. They have an obligation to inform management of any situations where bullying is apparent. Staff also are encouraged to always promote positive relationships between our young people and anti-bullying at all times.

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By implementing our Values based programme daily, staff can address issues that may arise.

Responses-Dealing with Incidents If an incident of bullying is either suspected or reported.

It is the duty of the nearest member of staff to deal with any bullying incident. However, if there is either a racial or sexist element to the incident then the DSL and Lead Manager must be informed immediately.

General incidents of bullying require debrief at the end of the day with the relevant staff to discuss a plan of action. However, both parties - bullied and the bully - will have already been spoken to and the incident may have been dealt with and recorded. Parents will be kept informed; the incident is recorded and shared with the schools of the young person involved.

Any follow up actions will be recorded by the Lead Manager.

New Roots Workshop strives to ensure the bullied Young Person's feelings are being heard and believe that reassurance is vital- all staff members should express the importance of letting an adult deal with the situation. It is crucial, though, to gauge the different reactions of different victims (but also of the bullies), this will allow the staff member to direct the young person to the right member of staff i.e. the one who will adopt the appropriate tact and has the greatest and most positive influence on the (particular) young person.

Incidents of bullying are reported in full through email to the Lead Manager and the key workers of the young people involved. The reporting process is largely to allow patterns of behaviour to be identified and subsequently altered for the better. An important element is to determine how the incident was detected e.g. hearsay, gossip, direct witness.

Outside Agencies may support and assist New Roots Workshop where bullying is concerned and each case will be assessed individually.

Support & Confidentiality

Staff will reassure young people that feel they have been bullied, and concerns will be shared on a need-to-know basis.

New Roots Workshop recognises that in many cases the bully will also need a form of support. The support will be based around the idea of changing attitudes and linking to our values. We will try to understand the bully's perspective and then advise from that point.

New Roots Workshop dedicates a significant part of the Values based programme to the awareness of anti-bullying, through dialogue and key workers one-to-one times. New Roots Workshop recognises that the problem will not be solved by simply quashing the incident, the real solution will be an alteration in attitude and behaviour.

Staff to steer young person's conversations towards positive topics. A proactive nature in curbing negative topics and topics that could lead to nasty comments is encouraged. This way Young People also have an immediate reference should they encounter negativity as staff will be always vigilant.

Interventions

New Roots Workshop also considers the motivation behind bullying behaviour and what it reveals about the perpetrator and whether they need support themselves. Lead managers and Key workers will pull together information, relevant to the incident. Lead managers must be made aware of all relevant information. Both the bullied and the bully are made immediately aware of the response. Typically, if there is a clear solution to the incident the consequence may be a letter of apology, a direct verbal apology, the occasional removal of privileges etc.

Parents and carers are made aware that New Roots Workshop does not tolerate bullying and have procedures to follow if they feel their child is being bullied. Parents/carers should feel confident that New Roots Workshop will take any complaint seriously. In extreme cases parents will be involved as soon as possible, typically the evening of the incident. Parents will be contacted via phone.

Involving Young People

Young people at New Roots Workshop should adhere to a simple set of guiding values that provide the basis of young people's behaviour. All young people should understand the provisions approach and be clear about the part they play to prevent bullying. Coping strategies will be discussed as will mentality and awareness of the facets that make up bullying.

Complaints Procedure

Any complaints about anti-bullying procedures should be made to New Roots Workshop Director Wayne Stewart (See complaints Policy).

The procedures outlined in the policy also apply to off-site incidents of bullying where the young persons are involved in activities e.g. trips, sport sessions etc. Incidents completely independent of the workshop will be investigated by the

Police, however, in such cases New Roots Workshop prefers to be notified, but that is at the discretion of the young person's parents/guardians.

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