

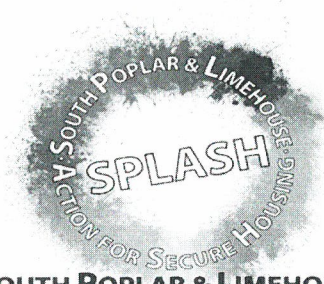
**SOUTH POPLAR & LIMEHOUSE
ACTION FOR SECURE HOUSING**

"It takes a community to grow a child"

Charity Number: 1056985

Anti-bullying Policy

South Poplar and Limehouse Action for Secure Housing (SPLASH)



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(SPLASH) Anti-bullying Policy

INTRODUCTION

SPLASH aims to foster values of tolerance and mutual respect through promoting the self-esteem of all members of the SPLASH's community. We recognise that bullying is a concern for all of us, including children, adults, staff, volunteers and others affiliated with the organisation.

AIMS

The aims of this policy are to:

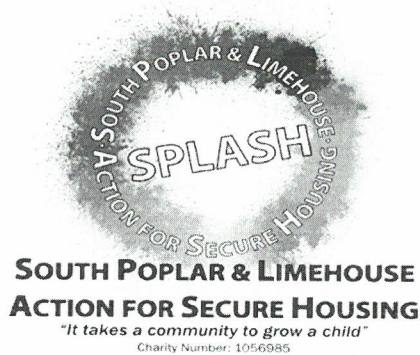
- Prevent or reduce bullying in any form.
- Adopt a consistent approach to dealing with incidents of bullying.
- Create an emotionally safe environment where positive relationships can develop.
- Ensure that all children, parents and staff are aware of this policy and their roles and responsibilities in contributing to its success.

Specific articles of the legislation referring to the welfare and protection of children include the following:

The United Nations Convention on the Rights of the Child

Article 18 – *Child Protection Matters*

Article 19 – *SPLASH's Discipline: Measures to Prevent Bullying*



DEFINITION OF BULLYING

By definition - bullying is behaviour that intentionally and persistently causes distress to others.

Anti-Bullying Forum (WABF) defines bullying as:

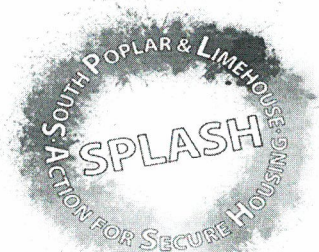
"The repeated use of power by one or more people intentionally to harm, hurt or adversely affect the rights and needs of another or others"

The Department of Education defines bullying as:

"Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for the victim to defend him/herself." 'Pastoral Care in Schools: Promoting Positive Behaviour' (2001)

PRINCIPLES

- Children have a right to play/learn in a safe and supportive environment, free from intimidation and fear.
- The welfare/well-being needs of all children and young people are paramount and children 'needs (whether bully or targeted children) need to be separated from their behaviour.
- When bullying concerns are identified SPLASH will work in a restorative and solution focused way to achieve the necessary change.
- Children who are targeted will be listened to and supported.
- Children who engage in bullying behaviour will be listened to and encouraged to accept responsibility and change their behaviour.
- Staff will receive awareness-raising training regarding bullying prevention including effective, appropriate strategies for intervention.
- Where a concern arises, staff will receive ongoing support from Senior Managers with Pastoral responsibility.
- Parents will be made aware of our organisations practice to prevent and to respond to concerns through parent information meetings, consultation processes and where necessary, their active participation in partnership with SPLASH to resolve concerns involving their child.



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FORMS OF BULLYING

Bullying can take many different forms and is behaviour that intentionally and persistently causes distress to others.

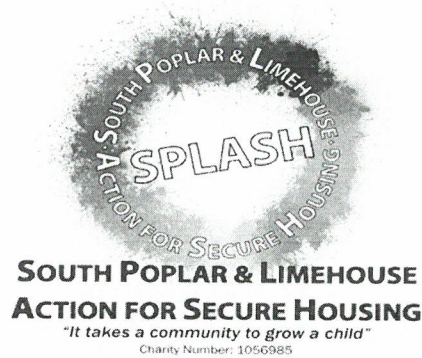
<p style="text-align: center;">PHYSICAL BULLYING</p> <p>e.g. hitting; pushing; kicking; tripping; spitting; hair pulling; throwing things; interfering with another's property by stealing / hiding / damaging / intruding upon it; - extortion / threatening demands for money or other items - writing or drawing offensive notes / graffiti about another</p>	<p style="text-align: center;">VERBAL BULLYING</p> <p>e.g. name calling; insulting or offensive remarks; accusing; taunting; put downs - ridiculing another's appearance/way of speaking/disability/personal mannerisms/race/colour/religion; - humiliating another publicly - spreading malicious or nasty rumours; threatening; intimidation; mocking; sarcasm</p>
<p style="text-align: center;">EMOTIONAL BULLYING</p> <p>e.g. excluding/shunning others from group activity/social setting or play; - belittling another's abilities or achievements; - menacing looks/stares; - rude signs or gestures</p>	<p style="text-align: center;">CYBER BULLYING</p> <p>e.g. misuse of e-mails, images, text, blogs, tweets, forums and chat rooms to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity - misuse of mobile phones by text messaging /calls or images – again to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity - unauthorised publication or manipulation of private information; impersonation</p>

(These categories may be inter-related)

Signs of stress in children which may indicate Bullying

- Child's unwillingness to attend SPLASH.
- Avoidance or hanging back from activities.
- Deterioration of outcomes, money, equipment or belongings / under achievement.
- Spurious illness / non-specific pains, headaches, tummy upsets, withdrawn, loss of appetite.
- Nail biting / flinching / jumpiness / forgetfulness / distractibility.
- Impulsive hitting out / out of character temper, flare up or restlessness / sudden aggressiveness.
- Stresses manifested at home – bed wetting / insomnia / nightmares / restlessness and irritability.
- Reluctance to sit beside or near certain children / hesitant to walk home.

(N.B. whilst these behaviours may be symptomatic of other problems – bullying may be one reason)



STRATEGIES TO PREVENT OR REDUCE BULLYING

SPLASH has established and will maintain the following strategies to prevent and reduce bullying behaviour:

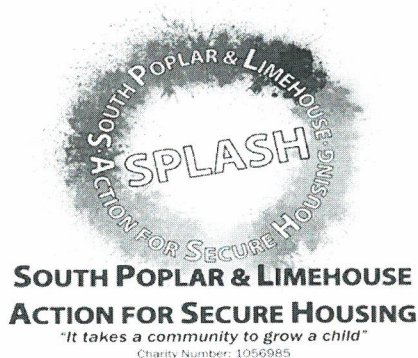
Proactive Strategies to ensure awareness is raised.

- Always Promote SPLASH ethos (as regards Bullying – be a TELLING / LISTENING / RESPONDING school).
- Awareness of Rights and Responsibilities.
- Recognise and reward good behaviour.
- Use of creative learning to enhance social and emotional skills.
- Ensure that all staff, parents and children and all members of the SPLASH community are aware of the code of conduct.
- Workshops – addressing Bullying and providing Anti-Bullying Strategies.
- Vigilant supervision
- Consultation with Council.
- Questionnaires.
- Good parental communication.
- Awareness raising e.g. meetings, Youth information meetings, Policies Booklet, newsletters, website.
- Awareness of national Anti-Bullying Week (in November each year).
- Use of outside agencies – NSPCC, Childline, PSNI, Behaviour Support Team.
- Staff training / effective communication.

Reactive Strategies

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- Attempts will be made to resolve the situation quickly.
- Reports will be taken seriously.
- Steps will be taken to ensure the child feels safe and secure.
- Significant incidents will involve further investigation and recording. A clear account reported to the appropriate members of staff i.e. Youth Worker / Youth Work Manager / SPLASH Board/ Designated staff for Child Protection.
- Significant or repeated incidents will require parents to be informed.
- Disciplinary measures / sanctions, will be implemented



Further steps

- SPLASH will address prejudice, discrimination and Social/Emotional Learning (PDMU)
- SPLASH will provide wide supervision and effective, consistent behaviour management by all staff
- Opportunities for developing Positive Peer Relationships (Circle time strategies and training provided re. Peer Support/Club Friends schemes and Class/SPLASH Council)

PROCEDURES FOR DEALING WITH BULLYING

The 2003 Statutory Requirements requires you to “encourage **good behaviour and respect for others**” and in particular **prevent** all forms of bullying.

When dealing with bullying behaviour SPLASH will aim to:

1. Stop the bullying behaviour.
2. Protect and support the bullied person.
3. Change the attitude and behaviour of the bully.

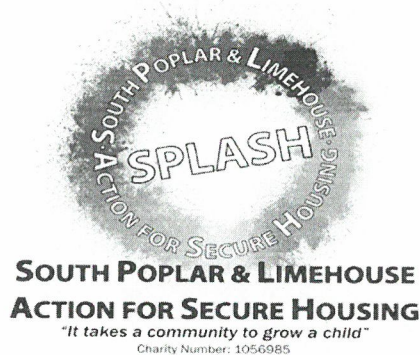
Every child can make mistakes and can behave in ways that are hurtful to others. In most cases a quiet word and an explanation of how others feel is enough to make a difference. Children can and do learn over time how to care for themselves and for others. We believe that learning from mistakes and being genuinely sorry for them is part of growing up to be a socially well-adjusted person. We believe much can be achieved by talking with the perpetrator and the victim to achieve a resolution and reconciliation. In some cases, however, talking things through will not make enough of a difference and in these cases, we reserve the right to apply a range of sanctions.

At SPLASH if any type of bullying is highlighted, the following strategies will be implemented by staff in two stages;

STAGE 1

All staff will:

- Listen to concerns when reported.
- Identify those involved in the bullying incident.
- Give each child the opportunity to talk. The discussion will focus on finding a solution and stopping the bullying from recurring.
- Staff will remain neutral and avoid direct, closed questions.
- The children are helped to find their own solution to their personal disagreement and discuss how their proposals will be put into action.
- Other appropriate members of staff will be informed i.e. Youth Work Manager / SPLASH Board/ Designated staff for Child Protection. Incidents will be recorded as appropriate.
- A follow-up meeting/discussion is useful to find out whether the solution has been effective or not.



STAGE 2

If the problem is not resolved staff will:

1. Implement procedures within the hierarchy of sanctions (refer to Safeguarding Policy).
2. Continue to monitor the situation and follow procedures as agreed. (See Appendix 1 Procedure for reporting an incident – significant/repeated/or serious one-off incident).
3. Record details as appropriate (See Appendix 1 page 2).
4. Contact parents if necessary, at any stage of the procedures, depending on the seriousness of the bullying e.g. phone call, letter or request for interview by Youth Work Manager / SPLASH Board/ Designated staff for Child Protection
5. Contact outside network of support at any stage of the procedures e.g. Education Welfare Officer, Behaviour Support Team, PSNI

INDIVIDUAL RESPONSIBILITIES

All members of SPLASH's community have a key role in promoting, implementing and supporting the Anti-Bullying policy of SPLASH. It is important that there is a collaborative whole approach to address any difficulties which may be encountered. Everyone should work together to create a safe, happy and anti-bullying environment.

Staff should:

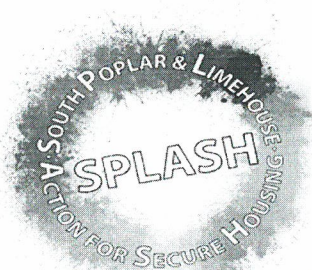
- Provide a safe, secure and caring environment.
- Promote and sustain good behaviour.
- Listen to all reports of bullying.
- Address each situation in line with procedures.
- Work collaboratively with all relevant members of SPLASH's community, developing positive partnerships.

Children should:

- Report all incidents of bullying (if a child is being bullied or if another is being bullied – TELL SOMEONE)
- Follow SPLASH's code of conduct.
- Avoid inappropriate behaviour which might be considered as bullying.
- Be respectful and supportive to others.

Parents should:

- Work in partnership with SPLASH.
- Advise their children to report any concerns to a member of staff.



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- Discourage behaviours which might be considered as bullying.
- Stress to their children that retaliation is not helpful.
- Contact SPLASH to arrange an appointment to discuss concerns.
- Co-operating with SPLASH, if their child/children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.
- Accept their role in dealing with bullying behaviours which occur outside of SPLASH so that they do not interfere with SPLASH activities.

TEACHING ABOUT BULLYIN

This will be delivered and reinforced through various areas of the curriculum:

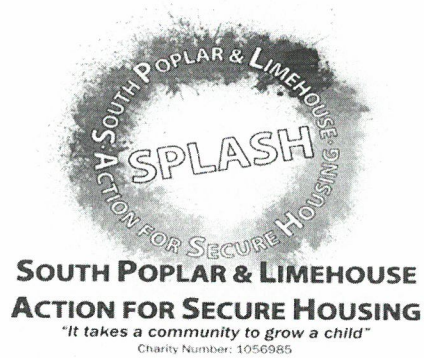
Children will be taught to be aware of different forms of bullying and how to develop personal strategies to resist unwanted behaviour.

Children will be encouraged to recognise, discuss and understand the nature of bullying and the harm that can result from it.

RESOURCES FOR THE PREVENTION OF BULLYING

We encourage a 'whole-SPLASH approach' in which children and adults work together to create an environment where everybody gets a clear message that bullying is wrong and will not be tolerated, that bullying behaviour of all kinds must be challenged.

- All SPLASH staff, and volunteers, will be familiar with the Anti-Bullying Policy and procedures for dealing with reports of bullying.
- Awareness raising posters are displayed
- Appropriate leaflets and literature will be provided for the children.
- Children will be encouraged to understand their roles in preventing bullying using workshops. Children will be guided to understand the feelings of bullied children and to practise the skills they need to avoid bullying.
- Use of 'Worry/suggestion Boxes'.
- Parents will be issued with a copy of the Anti-Bullying policy every two years. They will be aware of procedures to use if they are concerned that their child is being bullied or does not feel safe to learn.



RACE EQUALITY AND EQUAL OPPORTUNITIES

All children have equal access to SPLASH regardless of their race, gender, disability or ability. Staff plan sessions differentiated so that all groups and individuals can achieve their potential and are committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment.

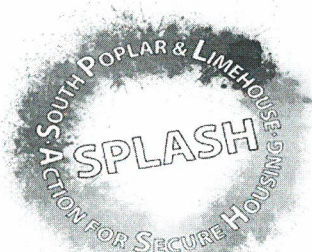
MONITORING AND EVALUATION

This policy was formulated by Faijul Hussain in consultation with SPLASH's Trustees, staff, children and parents. It has been approved by the Board of Trustees and it is the intention of the staff to review and update it regularly.

It is important to remember that staff, children and parents all have an active part to play and have a responsibility to ensure an effective implementation and maintenance of this policy.

USEFUL WEBSITES & TELEPHONE NUMBERS

World Anti-Bullying Forum	https://wabf2019.com/
Anti-Bullying Forum	www.thinkuknow.org
Childline UK	0800 1111
NSPCC (FullStop) campaign	0808 800 5000



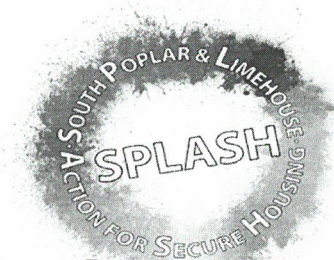
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Appendix 1

Alleged Bullying Incident Form

(i.e. significant / repeated / or serious one-off incident)

	Name (s)	Gender	Class/Room
Complainant(s)			
Alleged child (children who has been bullied (if different from above))			
Alleged child (children) who has displayed bullying behaviour			
Date of incident:			
Location of incident:			
<p>Type of incident: Please tick/circle appropriate types</p> <p><input type="checkbox"/> Physical Bullying (includes jostling, physical intimidation, interfering with personal property (stealing, damaging, intruding upon it) punching/kicking, any other physical contact which may include hair pulling, spitting or use of 'weapon', extortion, writing/drawing offensive notes.)</p> <p><input type="checkbox"/> Verbal Bullying (includes name calling, insults, jokes, threats, spreading malicious rumours, ridicule of another's appearance/disability/personal mannerisms/way of speaking, humiliating another publicly, mocking, sarcasm, intimidation)</p> <p><input type="checkbox"/> Emotional Bullying (includes isolation, refusal to work with/talk to/play with/help others, mobbing the individual, belittling another's abilities, or achievements, menacing looks, stares or rude gestures)</p> <p><input type="checkbox"/> Cyber Bullying (please specify)</p> <hr/> <hr/> <hr/>			



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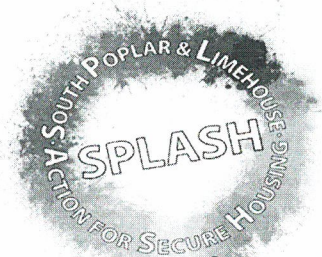
Details of Incident

Action/support for child(ren) who has/have been bullied i.e. on-going support / monitoring from staff (including time frame of follow up action required)

Parental involvement (please specify e.g. dates and details of information received)

NAME OF STAFF MEMBER(S) INVOLVED: _____ Date: _____

In the event of any accident or incident during a club activity please complete this form and send it to the Club Welfare Officer (Alkhad Ali)



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**Appendix 2
Useful contacts**

SPLASH

Alkhad Ali SPLASH Youth Manager The Workhouse Leisure Centre Poplar High Street London E14 0AF Telephone: 0207 5107799 Email: alkhad.ali@neighboursinpoplar.com	Lead Safeguarding or Welfare Officer: Sister Christine Frost St. Matthias Community Centre 113 Poplar High Street, Woodstock Terrace, London E14 0AE Telephone: 07852 716 262 Email: nip65@msn.com
Mohima Kamaly SPLASH Play Office St. Matthias Community Centre 113 Poplar High Street, Woodstock Terrace, London E14 0AE Telephone: 0207 093 0673 Email: Mohima@splashplay.org	

Manager signature: S. Christine Frost Date: 15/04/2020

Safeguarding Officer: AAI Date: 15/04/20

Review date

This policy will be reviewed every two years or sooner in the event of legislative changes or revised policies and best practice.