



11.3

Anti Bullying Policy - Children and Young People

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Statement of intent

St Chads Community Project believes that all children and young people are entitled to partake in childcare sessions in a safe and supportive environment; this means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

These strategies, such as learning about tolerance and difference as part of the organisation's activities curriculum, aim to promote an inclusive, tolerant and supportive ethos at the setting.



1. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Equality Act 2010
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998
- DfE (2017) 'Preventing and tackling bullying'
- DfE (2021) 'Sexual violence and sexual harassment between children in schools and colleges'
- DfE (2018) 'Mental health and wellbeing provision in schools'
- DfE (2021) 'Keeping children safe in education 2021'
- DfE (2020) 'Sharing nudes and semi-nudes: advice for education settings working with children and young people'

This policy operates in conjunction with the following organisation policies:

- 11.1 Behaviour Written Statement
- 11.2 Behaviour Policy
- 11.4 Child-on-Child Abuse Policy
- Chapter 13 Child Protection and Safeguarding Policies
- 7.9 Social, Emotional and Mental Health (SEMH) Policy

2. Definitions

For the purpose of this policy, "bullying" is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group. Bullying is generally characterised by:

- **Repetition:** Incidents are not one-offs; they are frequent and happen over an extended period of time.
- **Intent:** The perpetrator means to cause verbal, physical or emotional harm; it is not accidental.
- **Targeting:** Bullying is generally targeted at a specific individual or group.
- **Power imbalance:** Whether real or perceived, bullying is generally based on unequal power relations.



Vulnerable children and young people are more likely to be the targets of bullying due to the attitudes and behaviours some children and young people have towards those who are different from themselves. Vulnerable children and young people may include, but are not limited to:

- Children and young people who are adopted.
- Children and young people suffering from a health problem.
- Children and young people with caring responsibilities.
- Children and young people from socioeconomically disadvantaged backgrounds.

Children and young people with certain characteristics are also more likely to be targets of bullying, including, but not limited to:

- Children and young people who are LGBTQ+ or perceived to be LGBTQ+.
- Black, Asian and minority ethnic (BAME) children and young people.
- Children and young people with SEND.

3. Types of bullying

Many kinds of behaviour can be considered bullying, and bullying can be related to almost anything. Teasing another child or young person because of their appearance, religion, ethnicity, gender, sexual orientation, home life, culture, or SEND are some of the types of bullying that can occur.

Bullying is acted out through the following mediums:

- Verbal
- Physical
- Emotional
- Online (cyberbullying)

Racist bullying: Bullying another person based on their ethnic background or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.

Homophobic and biphobic bullying: Bullying another person because of their actual or perceived sexual orientation.

Transphobic bullying: Bullying based on another person's gender identity or gender presentation, or for not conforming to dominant gender roles.



Sexist bullying: Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

Sexual bullying: Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension or dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.

Ableist bullying: Bullying behaviour that focusses on another person's disability or support needs; this can include mocking the individual's disability or their needs, using derogatory words or slurs in relation to an individual's disability, or deliberately excluding an individual because of their disability.

Prejudicial bullying: Bullying based on prejudices directed towards specific characteristics or experiences, e.g. religion or mental health issues.

Relational bullying: Bullying that primarily constitutes of excluding, isolating and ostracising someone – usually through verbal and emotional bullying.

Socioeconomic bullying: Bullying based on prejudices against the perceived social status of the victim, including, but not limited to, their economic status, their parents' occupations, their health or nutrition level, or the perceived "quality" of their clothing or belongings.

4. Roles and responsibilities

The CEO in collaboration with the Board of Trustees are responsible for:

- Evaluating and reviewing this policy to ensure that it does not discriminate against any children or young people on the basis of their protected characteristics or backgrounds.
- The overall implementation and monitoring of this policy.
- Ensuring that the organisation adopts a tolerant and open-minded policy towards difference.
- Ensuring the organisation is inclusive.
- Analysing any bullying data to establish patterns and reviewing this policy in light of these.
- Appointing a Safeguarding Link Trustee who will work with the CEO and DSL to ensure the policies and practices relating to safeguarding, including the prevention of cyberbullying, are being implemented effectively.



The CEO in collaboration with the Head of Children Services are responsible for:

- Reviewing and amending this policy, accounting for new legislation and government guidance, and using staff experience of dealing with bullying incidents in previous years to improve procedures.
- Keeping a Bullying Report Form of all reported incidents, including which type of bullying has occurred, to allow for proper analysis of the data collected.
- Analysing the data in the bullying record at termly intervals to identify trends, so that appropriate measures to tackle them can be implemented.
- Arranging appropriate training for staff members.
- Corresponding and meeting with parents where necessary.
- Providing a point of contact for children, young people and parents when more serious bullying incidents occur.

Childcare practitioners are responsible for:

- Being alert to social dynamics in their childcare room.
- Being available for children and young people who wish to report bullying.
- Providing follow-up support after bullying incidents.
- Being alert to possible bullying situations, particularly exclusion from friendship groups, and informing the Head of Children Services of such observations.
- Refraining from stereotyping when dealing with bullying.
- Understanding the composition of groups, showing sensitivity to those who have been the victims of bullying.
- Reporting any instances of bullying once they have been approached by a child or young person for support.
- Offering emotional support to victims of bullying.
- Alerting the Head of Children Services regarding any incidents of bullying.

Parents are responsible for:

- Informing their child's Key Worker if they have any concerns that their child is the victim of bullying or involving in bullying in anyway.
- Being watchful of their child's behaviour, attitude and characteristics and informing the relevant staff members of any changes.

Children and young people are responsible for:

- Informing a member of staff if they witness bullying or are a victim of bullying.
- Not making counter-threats if they are victims of bullying.
- Walking away from dangerous situations and avoiding involving other children and young people in incidents.



- Keeping evidence of cyberbullying and informing a member of staff should they fall victim to cyberbullying.

5. Statutory implications

The organisation understands that, under the Equality Act 2010, it has a responsibility to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

The organisation understands that, under the Human Rights Act (HRA) 1998, it could have charges brought against it if it allows the rights of children and young people to be breached by failing to take bullying seriously. The CEO will ensure that this policy complies with the HRA; the CEO understands that they cannot do this without fully involving their children services staff.

Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications may be considered criminal offences:

- Under the Malicious Communications Act 1988, it is an offence for a person to electronically communicate with another person with the intent to cause distress or anxiety, or in a way which conveys a message which is indecent or grossly offensive, a threat, or contains information which is false and known or believed to be false by the sender.
- The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.
- Section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message, or other matter, that is grossly offensive or of an indecent, obscene or menacing character. It is unlawful to disseminate defamatory information through any media, including internet sites.
- Other forms of bullying which are illegal and should be reported to the police include violence or assault, theft, repeated harassment or intimidation, and hate crimes.

6. Prevention



The organisation will clearly communicate a whole-organisation commitment to addressing bullying in the form of a behaviour written statement which will be regularly promoted across the whole organisation.

All members of the organisation will be made aware of this policy and their responsibilities in relation to it. All staff members will receive training on identifying and dealing with the different types of bullying.

Staff will encourage child cooperation and the development of interpersonal skills using group and pair work. Diversity, difference and respect for others will be promoted and celebrated through various sessions. Opportunities to extend friendship groups and interactive skills will be provided through participation in special events, e.g. drama productions, sporting activities and cultural groups.

Seating plans will be organised and altered in a way that prevents instances of bullying. Potential victims of bullying will be placed in working groups with other children or young people who do not abuse or take advantage of others.

A safe place, within the childcare room, will be available for children and young people to go to during free time if they feel threatened or wish to be alone. The staff member supervising the area will speak to children and young people to find out the cause of any problems and, ultimately, stop any form of bullying taking place.

Children and young people deemed vulnerable, as defined in section two, will meet with their Key Worker on a monthly basis, where appropriate, to ensure any problems can be actioned quickly. Key Workers will also offer an 'open door' policy allowing children and young people to discuss any bullying, whether they are victims or have witnessed an incident.

Before a new child or young person joins the setting, particularly when this happens in-year, the Key Worker and the DSL will implement a strategy to prevent bullying from happening – this will include a buddy mentor. Where a new child or young person is deemed vulnerable, this strategy may involve further observation or intervention on the part of the DSL.

The organisation will be alert to, and address, any mental health and wellbeing issues amongst children or young people, as these can be a cause, or a result, of bullying behaviour.

The organisation will ensure potential perpetrators are given support as required, so their educational, emotional and social development is not negatively influenced by outside factors, e.g. mental health issues.

7. Signs of bullying



Staff will be alert to the following signs that may indicate a child or young person is a victim of bullying:

- Being frightened to travel to or from the setting
- Unwillingness to attend the setting
- Repeated or persistent absence from setting
- Becoming anxious or lacking confidence
- Saying that they feel ill repeatedly
- Decreased involvement in activities/ projects
- Leaving setting with torn clothes or damaged possessions
- Missing possessions
- Missing packed lunch
- Missing money
- Asking for extra money or stealing
- Cuts or bruises
- Lack of appetite
- Unwillingness to use the internet or mobile devices
- Lack of eye contact
- Becoming short tempered
- Change in behaviour and attitude at home

Although the signs outlined above may not be due to bullying, they may be due to deeper social, emotional or mental health issues, so are still worth investigating. Children and young people who display a significant number of these signs will be approached by a member of staff to determine the underlying issues causing this behaviour.

Staff will be aware of the potential factors that may indicate a child or young person is likely to exhibit bullying behaviours, including, but not limited to, the following:

- They have experienced mental health problems, which have led to them becoming more easily aggravated
- They have been the victim of abuse
- Their academic performance has started to fall and they are showing signs of stress

If staff become aware of any factors that could lead to bullying behaviours, they will notify the Head of Children Services and the child or young person's Key Worker, who will investigate the matter and monitor the situation.

8. Staff principles



The organisation will ensure that prevention is a prominent aspect of its anti-bullying vision.

Staff will treat reports of bullying seriously and will not ignore signs of suspected bullying. Staff will act immediately when they become aware of a bullying incident. Unpleasantness from one child or young person towards another will always be challenged and will never be ignored.

Staff will always respect children and young peoples' privacy, and information about specific instances of bullying is not discussed with others, unless the child or young person has given consent, or there is a safeguarding concern. If a member of staff believes a child or young person is in danger, e.g. of being hurt, they will inform the DSL immediately.

Follow-up support will be given to both the victim and perpetrator in the months following an incident to ensure all bullying has stopped.

9. Child-on-child abuse

The organisation has a zero-tolerance approach to all forms of child-on-child abuse, including sexual harassment and sexual violence.

To prevent child-on-child abuse and address the wider societal factors that can influence behaviour, the organisation will educate children and young people about abuse, its forms, and the importance of discussing any concerns and respecting others through the activities in sessions, in line with the Prevention section of this policy.

All staff will be aware that children and young people of any age and gender are capable of abusing their peers. Staff will take all instances of child-on-child abuse equally seriously regardless of the characteristics of the perpetrators or victims, will never tolerate abuse as "banter" or "part of growing up", and will never justify sexual harassment, e.g. as "boys being boys", as this can foster a culture of unacceptable behaviours. Staff will also be aware that child-on-child abuse can be manifested in many ways, including sexting, sexual harassment and assault, and hazing- or initiation-type violence.

Children and young people will be made aware of how to raise concerns or make a report and how any reports will be handled – this includes the process for reporting concerns about friends or peers. If a child or young person has been harmed, is in immediate danger or is at risk of harm, a referral may be made to Integrated Referral Team (IRT) for children's social care services (CSCS), where the DSL deems this appropriate in the circumstances.

The organisation's Child-on-Child Abuse Policy outlines the organisation's stance on addressing child-on-child abuse, including sexual abuse, and the procedures in place will be adhered to if any instances are uncovered or disclosed. More information on the



organisation's approach to preventing and managing instances of child-on-child abuse can be found within this policy and Chapter 13- Child Protection and Safeguarding Policies.

10. Cyberbullying

Cyberbullying can take many forms and can go even further than face-to-face bullying by invading personal space and home life, and can target more than one person. It can also take place across age groups and target pupils, staff and others, and may take place inside setting, within the wider community, at home or when travelling. It can sometimes draw bystanders into being accessories.

Cyberbullying can include the following:

- Threatening, intimidating or upsetting text messages
- Threatening or embarrassing pictures and video clips
- Disclosure of private sexual photographs or videos with the intent to cause distress
- Silent or abusive phone calls
- Using the victim's phone to harass others, to make them think the victim is responsible
- Threatening or bullying emails, possibly sent using a pseudonym or someone else's name
- Menacing or upsetting responses to someone in a chatroom
- Unpleasant messages sent via instant messaging
- Unpleasant or defamatory information posted to blogs, personal websites and social networking sites, e.g. Facebook

NB. The above list is not exhaustive, and cyberbullying may take other forms.

The organisation has a zero-tolerance approach to cyberbullying. The organisation views cyberbullying with the same severity as any other form of bullying and will follow the sanctions set out in section 12 this policy if they become aware of any incidents.

All members of staff will receive training on an annual basis on the signs of cyberbullying, in order to identify children and young people who may be experiencing issues and intervene effectively.

Many of the signs of cyberbullying will be similar to those found in the 'Signs of bullying' section of this policy; however, staff will be alert to the following signs that may indicate a child or young person is being cyberbullied:

- Avoiding use of the computer
- Being on their phone routinely
- Becoming agitated when receiving calls or text messages



Staff will also be alert to the following signs which may indicate that a child is cyberbullying others:

- Avoiding using the computer or turning off the screen when someone is near
- Acting in a secretive manner when using the computer or mobile phone
- Spending excessive amounts of time on the computer or mobile phone
- Becoming upset or angry when the computer or mobile phone is taken away

Parents will also be invited to attend training sessions in order to educate them on the signs and symptoms of cyberbullying, and will be advised to report to the Head of Children Services if their child displays any of the signs outlined in this section.

Staff will be aware that a cyberbullying incident might include features different to other forms of bullying, prompting a particular response. Significant differences may include the following:

- **Possible extensive scale and scope**– children and young people may be bullied on multiple platforms and using multiple different methods that are made possible by virtue of the bullying taking place online
- **The anytime and anywhere nature of cyberbullying** – children and young people may not have an escape from the torment when they are at home due to the bullying continuing through technology at all times
- **The person being bullied might not know who the perpetrator is**– it is easy for individuals to remain anonymous online and on social media, and children and young people may be bullied by someone who is concealing their own identity
- **The perpetrator might not realise that their actions are bullying** – sometimes, the culture of social media, and the inability to see the impact that words are having on someone, may lead to children and young people crossing boundaries without realising
- **The victim of the bullying may have evidence of what has happened**– children and young people may have taken screenshots of bullying, or there may be a digital footprint that can identify the perpetrator

The organisation will support children and young people who have been victims of cyberbullying by holding formal and informal discussions with the child or young person about their feelings and whether the bullying has stopped, in accordance with section 13 and section 14 of this policy.



11. Procedures

Minor incidents will be reported to the Head of Children Services or Deputy in their absence, who will investigate the incident, set appropriate sanctions for the perpetrator, and inform the CEO in writing of the incident and outcome.

When investigating a bullying incident, the following procedures will be adopted:

- The victim, alleged perpetrator and witnesses are all interviewed separately
- Members of staff ensure that there is no possibility of contact between the children or young people being interviewed, including electronic communication
- If a child or young person is injured, members of staff take the child or young person immediately to a first aider for an opinion on the extent of their injuries
- A room is used that allows for privacy during interviews
- A witness is used for serious incidents
- If appropriate, the alleged perpetrator, the victim and witnesses are asked to write down details of the incident; this may need prompting with questions from the member of staff to obtain the full picture
- The Head of Children Services will gather evidence of a cyberbullying incident; this may involve text messages, emails, photos, etc. provided by the victim
- Premature assumptions are not made, as it is important not to be judgemental at this stage
- Members of staff listen carefully to all accounts, being non-confrontational and not assigning blame until the investigation is complete
- All children and young people involved are informed that they must not discuss the interview with other children or young people

Due to the potential for some specific forms of bullying to be characterised by inappropriate sexual behaviour, staff members involved in dealing with the incident are required to consider whether there is a need for safeguarding processes to be implemented.

12. Sanctions

If the Head of Children Services is satisfied that bullying did take place, the perpetrator will be helped to understand the consequences of their actions and warned that there must be no further incidents. The Head of Children Services will inform the perpetrator of the type of sanction to be used in this instance, e.g. time out, and future sanctions if the bullying continues.

If possible, the Head of Children Services will attempt reconciliation and will obtain an apology from the perpetrator. This will either be in writing to the victim, and/or witnesses if



appropriate, or face-to-face, but only with the victim's full consent. Discretion will be used here; victims will never feel pressured into a face-to-face meeting with the perpetrator.

Parents are informed of bullying incidents and what action is being taken.

All staff involved in managing instances of bullying will be aware that taking disciplinary action and providing support are not mutually exclusive actions, and should be conducted simultaneously to encourage more positive behaviour in future.

The organisation will avoid unnecessarily criminalising children and young people for bullying or abusive behaviour where possible, as young people with criminal records face stigma and discrimination in future aspects of their lives. The organisation's focus when handling perpetrators will be supporting them to develop more positive behaviours and to refrain from abusive and bullying behaviours in the future.

The Head of Children Services informally monitors the children and young people involved over the next month.

The organisation will remain cognisant of the fact that continued access to the setting can be important for rehabilitation of harmful behaviour, and will not exclude children or young people unless as a last resort – where there have been serious or consistent incidents of bullying, the organisation will act in line with the Exclusion Policy.

13. Support

In the event of bullying, victims will be offered the following support:

- Emotional support and reassurance from the Childs Key Worker
- Reassurance that it was right to report the incident and that appropriate action will be taken
- Liaison with their parents to ensure a continuous dialogue of support
- Advice not to retaliate or reply, but to keep the evidence and show or give it to their parent or a member of staff
- Advice on aspects of online safety, in the event of cyberbullying, to prevent re-occurrence, including, where appropriate, discussion with their parents to evaluate their online habits and age-appropriate advice on how the perpetrator might be blocked online
- Discussion with their parent on whether police action is required (except in serious cases of child exploitation or abuse where the police may be contacted without discussion with parents)

The Head of Children Services will carefully consider in each instance of bullying that is handled whether it is appropriate to split up the victim(s) and perpetrator(s), e.g. preventing



them sharing spaces where possible, and will split up other harmful group dynamics to prevent further occurrences where necessary. Victims will be encouraged to broaden their friendship groups within the setting.

Staff, particularly the DSL, will work with the victim to build resilience, e.g. by offering emotional support.

The organisation will acknowledge that bullying may be an indication of underlying mental health issues. The organisation will work with the perpetrator regarding any underlying mental health or emotional wellbeing problems.

14. Follow-up support

The progress of both the perpetrator and the victim will be monitored by their Key Workers. Sessions to discuss how the victim and perpetrator are progressing may be appropriate. If appropriate, follow-up correspondence will be arranged with parents one month after the incident.

Children and young people who have been bullied will be offered continuous support. The DSL will hold a formal meeting, on a monthly basis, to check whether the bullying has stopped – these formal meetings will continue to take place once a month until the Head of Children Services, Key Worker and victim are confident the bullying has stopped. The victim will be encouraged to tell a trusted adult in setting if bullying is repeated.

Children and Young People who have bullied others will be supported in the following ways:

- Receiving a consequence for their actions
- Being able to discuss what happened
- Being helped to reflect on why they became involved
- Being helped to understand what they did wrong and why they need to change their behaviour
- Appropriate assistance from parents

Children and young people who have been bullied will be assessed on a case-by-case basis and the DSL will, if necessary, refer the victim of bullying to CAMHS.

In cases where the effects of bullying are so severe that the child or young person cannot successfully reintegrate back into the setting, the Head of Children Services and DSL will look to transfer the child or young person to another setting with the consent and involvement of the child or young person's parents.

Where a child or young person who has been the victim of bullying has developed such complex needs that alternative provision is required, the child or young person, their parents,



the CEO, the Head of Children Services and DSL will meet to discuss the use of alternative provision.

15. Bullying outside of the setting

Staff will remain aware that bullying can happen both in and outside of setting, and will ensure that they understand how to respond to reports of bullying that occurred outside the setting in line with the Child Protection and Safeguarding Policies and the Child-on-Child Abuse Policy.

Where bullying outside the setting is reported to setting staff, it will be investigated and acted upon. In all cases of misbehaviour or bullying, members of staff can only discipline the child or young person on premises, or elsewhere when the child or young person is under the lawful control of the member of staff, e.g. on a trip or outing.

The CEO is responsible for determining whether it is appropriate to notify the police of the action taken against a child or young person. If the misbehaviour could be of a criminal nature, or poses a serious threat to a member of the public, the police will be informed.

16. Record keeping

The DSL will ensure that robust records are kept with regard to all reported or otherwise uncovered incidents of bullying – this includes recording where decisions have been made, e.g. sanctions, support, escalation of a situation and resolutions.

The CEO, Head of Children Services and DSL will ensure that all decisions and actions recorded are reviewed on a regular basis for the purposes of:

- Identifying patterns of concerning, problematic or inappropriate behaviour on the part of certain children or young people that may need to be handled, e.g. with pastoral support.
- Reflecting on whether cases could have been handled better and using these reflections to inform future practice.
- Considering whether there are wider cultural issues at play within the setting, e.g. whether the organisation culture facilitates discriminatory bullying by not adequately addressing instances, and planning to mitigate this.
- Considering whether prevention strategies could be strengthened based on any patterns in the cases that arise.

17. Monitoring and review

This policy is reviewed every two years by the CEO, Head of Children Services and the DSL. Any changes to this policy will be communicated to all relevant stakeholders.

The scheduled review date for this policy is September 2025



Bullying Report Form

This form will be sent to the CEO upon completion.

Personal details	
Name of person reporting incident:	
Name of child being bullied:	
Age of the child being bullied:	
How may we contact you? (please circle)	
At St Chads Community Project	At home
Home address:	
Email:	
Telephone:	

Incident details
What happened?
Where did the incident take place?



When did the incident occur?
Who has been suspected of bullying?
Did anyone else see the incident?
According to the victim, how often does the bullying take place?
According to the victim, how long has the bullying been going on?