Anti-Bullying Policy

CONTENTS

1. Introduction

The KORU Project CIC is committed to developing an anti-bullying culture.This policy outlines the actions the KORU Project CIC will take to prevent and tackle all forms of bullying.

The KORU Project will not tolerate bullying in any form and seeks to create a safe and compassionate working environment for all clients and staff.

This policy has been created with reference to:

DfE: Statutory Guidance: Preventing and tackling bullying 2017 and its supporting documents.

Keeping Children Safe in Education. (KCSiE) 2023.

Childnet: Cyberbullying, understand, prevent and respond:guidance for schools/colleges

2. Scope

This policy applies to all representatives of The KORU Project CIC (referred to in this policy as KORU representatives). This includes freelance therapists, freelance mentors, employees, volunteers, trainees, and students.

3. Definitions Used in this Policy

Child: The United Nations Convention on the Rights Child 1989 (UNCRC) defines the child as every person under the age of eighteen unless, under the law applicable to the child, majority is attained earlier. 'Children', therefore, means 'children and young people' throughout this policy.

Child in Care: A child who is looked after by a local authority by reason of a care order, being accommodated under section 20 of the Children Act 1989.

Young Person: The United Nations defines a young person as those persons between the age of 15 and 24 years. This policy will refer mainly to children, as defined above, and adults.

Victim: refers to the person who has been harmed.

Source of Harm (previously referred to as alleged perpetrators): refers to the person or persons responsible for bullying behaviour.

Please note that KORU representatives must consider carefully the terms used when discussing incidents of bullying with clients, especially children. Appropriate and sensitive use of language on a case by case basis must be used to enable safe, candid disclosure and effective resolve.

Bullying:

- Bullying can be defined as "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

- Bullying carried out online is known as online or cyberbullying.
  This can include: sending offensive, false, upsetting or inappropriate messages by phone, text, instant messenger, or through gaming, websites, social media sites and apps, or by sending or making public, offensive or degrading photos or videos.

- Bullying of children by children is recognised by the KORU Project CIC as being a form of child on child abuse. It can be emotionally abusive and can cause severe and adverse effects on a child's emotional development.

4. Forms and Types of Bullying Covered by this Policy

The KORU Project CIC recognize that bullying can happen to anyone. This policy covers all types and forms of bullying including but not exclusively:

- Bullying of young carers, children in care or otherwise related to home circumstances.
- Bullying related to physical/mental health conditions.
- Bullying related to appearance.
- Physical bullying.
- Covert bullying.
- Emotional bullying.
- Sexual bullying.
- Bullying via technology, known as online or cyberbullying.
- Prejudicial bullying (against people/pupils/learners with protected characteristics):
- Bullying related to race, religion, faith, and belief and for those without faith.
- Bullying related to ethnicity, nationality or culture.
- Bullying related to Special Educational Needs or Disability (SEND).
- Bullying related to sexual orientation (homophobic/biphobic bullying);
- Gender based bullying, including transphobic bullying.
- Bullying against teenage parents (pregnancy and maternity under the Equality Act).

5. The KORU Project CIC Ethos and Practice

The KORU Project CIC strives to create a safe and welcoming practice for all our clients and staff. All cases of bullying are serious and any behaviour that adversely affects the well-being of another will not be tolerated.

The KORU Project CIC understands that some children and adults may experience difficulties with communication, social interaction and empathy which may result in harmful behaviour towards others without full awareness of the impact of their actions. However, all behaviours that cause harm must be addressed.

KORU representatives will take account of all individual needs when responding to incidents of bullying by acting to stop harm and supporting the victim in the first instance, and taking action in a therapeutically appropriate manner, to help the individual who has caused harm to understand, repair damage and amend their behaviour and choices in future.

6. Policy Aims

The aim of this policy is:

To safeguard and promote the welfare of children and adults accessing support from the KORU Project CIC.

To clarify the duties and responsibilities of KORU representatives in relation to preventing and managing all cases of bullying.

To outline for KORU representatives expectations for the care of children and adults should any bullying issues arise during the KORU intervention.

To emphasise the need to employ effective preventive measures and to learn from experience when these fail to stop any form of bulling from occurring.

The aims of the KORU Project CIC's anti-bullying strategies are:

- To prevent, de-escalate and/or stop continuation of harmful behaviour;

- To react to bullying incidents in a reasonable, proportionate, considerate, and consistent way;

- To safeguard the individual(s) who has experienced bullying and to secure sources of support for said individual(s);

- To adapt the KORU intervention, with multi agency support where appropriate, to ensure the person causing harm is helped to recognise the impact of their actions, learn from the experience and refrain from bullying in the future.

7. Responsibilities

All KORU Representatives have a responsibility to report any incident of bullying that comes to their attention and work towards eradicating all incidents and types of bullying. Reports of bullying will always be taken seriously. Reports of bullying will be logged on RecordMy.

It is the responsibility of:

- Each KORU representative to read and adhere to this policy.

- The KORU DSL to communicate this policy to the KORU community, to ensure that preventative measures are applied fairly, consistently, and reasonably.

- All KORU representatives to report any concerns or incidents of bullying on RecordMy.

- The KORU DSL to review all reported concerns of bullying and provide guidance where needed.

- All KORU representatives to support, uphold and implement this policy accordingly.

8. Anti-Bullying Procedure:

8.1 Procedure in Group Provision

On occasion, and only if assessed to be safe and beneficial for all children/ adults/ young people accessing KORU support, there may be times where multiple children or adults will access KORU provision alongside one another or in a group setting, for example in Bespoke Specialist Provision, group mentoring or community activities. In these circumstances this policy will be communicated to clients and/or carers as appropriate and upheld for the duration of the support.

8.2. Preventative Measures

Recognising the indicators of bullying:

Individuals who are being bullied may exhibit behaviour or changes in usual patterns of behaviour, such as becoming withdrawn and nervous, exhibiting appetite irregularities, feigning illness, clinging to safe adults or refusing to attend KORU intervention.

An individual experiencing bullying may become hyper-vigilant, lack concentration and be easily distracted. KORU representatives must be alert to behavioural indicators and any changes in patterns of behaviour that may be a response to the presence of bullying.

Children and adults accessing Koru intervention and/or their carers and advocates are encouraged, and must be supported by KORU representatives, to report any incidence of bullying that occurs.

KORU Representatives must act promptly and firmly against all incidents of bullying in accordance with the KORU policy.

8.3 Preventative Strategies:

KORU Representatives must:

- Model a respectful, kind and empathetic manner.
- Use open and therapeutic conversations to explore concerns of bullying.
- When working with children, seek to develop and maintain positive relationships with parents/ care givers where possible, in order to recognise any changes in child's behaviour that might result from being bullied.
- Liaise with professional networks to explore if bullying concerns may be present.
- Change individual behaviour plans when required.
- Talk to children and adults about issues of difference
- Address therapeutically with children and adults how to manage and regulate their own feelings and emotions.
- Ensure that all children and adult clients are appropriately supervised and supported throughout the KORU intervention.
- Ensure that all KORU representatives are familiar with this policy and any updates.
- Watch for early signs of distress and listen attentively to clients.
- Ensure that appreciation and respect for all cultures is promoted.
- Ensure that all children and adult clients have the means to communicate, if verbal communication is challenging.
- Ensure that if concerns of bullying arise, reflective discussion about bullying and its impact is embedded throughout the intervention.
- Ensure that the use of monitoring and filtering software is discussed with parents/ care givers where concern about cyberbullying is present.

8.4. Managing incidents of Bullying

If bullying is suspected or reported, the incident must be dealt with immediately by the KORU representative.

The alleged perpetrator and victim must be separated and enabled to access KORU support separately while the incident is being investigated and resolved.

KORU representatives must follow the safeguarding and child protection policy to ensure the children and /or adults accessing the KORU support are and remain safe.

In cases where a crime has been committed or a child or adult is believed to be in imminent; danger or risk, the appropriate authorities (police) will be informed immediately prior to any internal investigation. At this point KORU Safeguarding procedures will be followed, and the KORU DSL must be notified.

KORU representatives must keep a clear account of the incident and record it on RecordMy.

The KORU DSL and/or DDSL's will review the concern and support KORU representatives in managing and resolving the bullying incident. All further communication must be document on RecordMy.

A meeting will take place between the KORU representatives and KORU DSL to reflect on the incident and gathered information. Both the individual suspected of bullying and the victim will be listened to carefully prior to deciding a response.

KORU Representatives should keep parents and care givers informed of the investigation and agreed actions.

If the issue persists, further support meetings (with parents/ care givers, KORU representatives and the professional network) will be held.

If it is suspected that bullying has been carried out by a KORU representative towards an individual(s) accessing support through the KORU Project CIC, a safeguarding concern will be raised and investigated. Appropriate disciplinary action will be taken if required.

If internet/social media-based bullying is suspected, steps MUST be taken to communicate with parents/ care givers and review the use of filtering and monitoring software to safeguard the child.

8.5 Supporting Victims

Bullying behaviour or threats of bullying must be dealt with immediately. In the case of a child, parents and caregivers must be informed.

KORU representatives will support children or adults who have been bullied by providing:

- Immediate assistance and reassurance.
- Empathetic and therapeutic support as they recover from impact of bullying.
- Support for restoration of self-esteem and confidence.
- Clear communication to parents/caregivers (in the case of a child) and/or victim that shows steps are being taken to actively address and stop harm.

KORU representatives will also respond to bullying incidents by children and/or adults by:

- Informing the individual who is causing harm that their behaviour is unacceptable and must stop.
- Informing parents/caregivers.
- Establishing a therapeutically appropriate response, to enable the child/adult who is causing harm to change their behaviour.

- Implementing therapeutic guidance for the individual causing harm, to assist development of empathy and recognition of impact of their behaviour.
- Participating in conversation and actions to amend and repair harm where appropriate.
- Notifying police where appropriate.

The KORU Project CIC aims to use positive methods to create and restore acceptable behaviours. Action that is solely disciplinary is not considered the right choice within the KORU Project CIC practice and ethos.

Positive behaviours, social skills and emotional well-being are promoted and modelled within the KORU Project CIC intervention.

However it may be necessary to inform police in serious cases to uphold the law and to protect victims from further injury.

9. Links with Relevant KORU Policies

This policy should be read alongside the following policies of The KORU Project CIC:

- Safeguarding and Child Protection Policy
- Equality, Diversity, and Inclusion Policy
- Adult at Risk Safeguarding Policy
- Aggressive Behaviours Policy
- Data Protection Policy, online safety section
- Confidentiality Policy
- Code of Conduct
- Whistleblowing Policy
- Managing Allegations
- Disciplinary Policy

10. Related Legislation and Guidance

There are several pieces of legislation which set out measures and actions for schools and alternative specialist provisions in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Education Act 2002
- The Education (Independent School Standards) Regulations 2014
- The Equality Act 2010
- The Independent School Standards (England)(Amendment) Regulations 2012
- The Children Act 1989

- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Communications Act 2003
- Public Order Act 1986

11. Monitoring, Evaluation, and Review

The KORU Project CIC will review this policy on an annual basis and assess its implementation and effectiveness. This will be done through positive action based on incident reports and through ongoing feedback from KORU representatives and individuals accessing support through the KORU Project CIC.

The policy will be promoted and implemented throughout the KORU Project CIC and guidance will be given to KORU representatives as part of their induction package to ensure that all KORU Representatives are aware of their responsibilities and how to implement them.

Review date: February 2025

Appendix 1.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: https://carers.org/about-us/about-young-carers
- The Restorative Justice Council: https://restorativejustice.org.uk/restorative-practice-schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to- 25
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Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS)

  www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

- DfE 'Cyberbullying: advice for headteacher/principals and school/college staff': www.gov.uk/government/publications/preventing-and-tackling-bullying • DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

Religion, and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: https://www.kickitout.org/take-action/resources
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: http://www.theredcard.org/
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LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- School/colleges Out: http://www.schools-out.org.uk/

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- Disrespect No Body: https://www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: advice for school/college staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
  Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) www.gov.uk/government/publications/preventing-and-tackling-bullying

  DfE research into anti-bullying practices:

  https://www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying

Appendix 2.

KORU Contact Information

The KORU Project CIC Contacts

Please ensure all safeguarding emails are sent to safeguarding@korucic.com

If a child is at risk of immediate harm, KORU Representatives must call 999.