MINEHEAD EYE YOUTH SERVICES

ANTI-BULLYING POLICY

Statement of intent

The aim of the anti-bullying policy is to ensure that all young people learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all young people should be able to tell and know that incidents will be dealt with promptly and effectively.

Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life.

Minehead EYE wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore, this policy promotes practices within the Minehead EYE to reinforce our vision, and to remove or discourage practices that negate them.

What is Bullying?

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others.

Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Pupils who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Bullying can take many forms including:

• Physical bullying which can include kicking, hitting, pushing and taking away belongings;
• Verbal bullying which includes name calling, mocking and making offensive comments;
• Emotional bullying which includes isolating an individual or spreading rumours about them;
• Cyber-bullying where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
• Racist bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
• Sexual bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
• Homophobic and biphobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
• Transphobic bullying occurs when bullying is motivated by a prejudice against people who identify as trans
• Disablist bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
• Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender.

With the advance in new technologies, Minehead EYE is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately. Therefore, Minehead EYE has an ICT user's policy which all young people and staff should adhere too.

Some warning signs that a student is being bullied

• Changes in academic performance

• Appears anxious

• Regularly feeling sick or unwell. Wanting to visit the nurse regularly. Reluctance to come to school.

• Clothes/bags torn or damaged.

• Money/possessions going missing.

• Unexplained cuts and bruises.

• Unexplained behaviour changes, e.g. moody, bad-tempered, tearful.

- Unhappiness.

• Loss of appetite. Not sleeping. Loss of weight

• Seen alone a lot

• Not very talkative

Some reasons why people bully

• Desire to appear powerful

• Unhappiness

• Feelings of inadequacy

• Difficulties at home.

• Learned behaviour (They too have been bullied)

How to get help

Who young people can talk to if they have any concerns about bullying?

- Youth Worker
- Volunteer
- Mentor
- All Minehead EYE Staff

- Peer Support group
- Trusted parent
- Learning Support Assistant
- Pastoral school Worker

Young People can feel confident that any of the above will listen to their problem.

Young People who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the experience with a

Youth worker or member of staff of their choice

2. Reassuring the young people

3. Offering continuous support

4. Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

1. Discussing what happened

2. Discovering why the pupil became involved

3. Establishing the wrongdoing and need to change

4. Informing parents or guardians to help change the attitude of the

Young person.

Responses will vary depending on the nature of the incident, but may

include:

1. Counselling

3. Involvement of external agencies

4. Monitoring by youth workers

5. Peer support/peer mentoring

6. Formal recording (racism, hbt)

7. Use of Behaviour Agreement Contract

8. Liaison with parents/guardian/social worker

9. Exclusion from the Minehead EYE

Anti Bullying Procedures

It is made clear that bullying in any form is unacceptable. It will be taken

seriously and dealt with promptly   .

Staff Responsibilities

• To implement procedures to confront bullying in any form

• To listen to all parties involved in incidents

• To investigate incidents promptly and as fully as possible

• To take appropriate action or to refer to Tutor/Head of Year/SMT as

appropriate

• To record in the appropriate students' files and in the racist/HBT

(homophobic, biphobic, transphobic) record if appropriate

• To share with parents of the victim and bully, incidents of persistent

and/or serious bullying

• To implement appropriate procedures for a member of staff

• To promote the use of a range of learning styles and strategies which

challenge bullying behaviour

• To promote open management styles which facilitate communication

and consultation within the school and relevant outside agencies

when appropriate

• To model the values the Minehead EYE believes in from the mission statement

• To promote the use of interventions which are least intrusive and most

effective.

Anti Bullying Strategies

Regular promotion of anti-bullying in sessions.

Use of CCTV within the Minehead EYE to help with the prevention of

bullying.

A duty rota for youth workers to support key areas before sessions, at home or in school.

Annual questionnaires to research young people's views on how safe they feel in

School, at home or in their community.

Self-esteem and circle time work in the session inclusion workshops.

Anti bullying training for the youth workers.

One to one counselling from a trained team available

Strong youth worker – young person relationships so students feel comfortable in reporting any issues

CEOP training for staff (Child exploitation online protection)

Anti-bullying advice to Parents / Carers

• A great deal of bullying is CYBER-BULLYING. Please regularly monitor your child's use of texting, Facebook, Twitter and other social media sites. Access to these is out of the schools control when your child is not in school

• TALK to your child on a regular basis, so any problem is easier to share

• LISTEN to what they say

• ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important

• If you believe your child is being bullied, or is a bully, talk to other adults at home or at school and explore the options. DON'T STAY SILENT

• If your child is a victim assure them that it is not their fault and that you are going to do something to help

• Be realistic in your expectations, sometimes on-going problems can take time to resolve

• TRY to be co-operative with our school and not be aggressive. Without a good working relationship between parents and the school the situation could deteriorate, which won't help you or them

• ALWAYS remember that children can't solve bullying on their own. They NEED the support of parents/carers and our school

REMEMBER – IT IS NOT YOUR CHILD'S FAULT

Monitoring, evaluation and review

The Minehead EYE will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the organisation.

Review date: JAN 2026

Reviewed by: Paul Matcham

Next review: JAN 2027