

Somerset Equus Anti Bullying Policy

What is Bullying?

Bullying is unwanted, aggressive behaviour, used with the intention of hurting another person(s) that involves a real or perceived power imbalance and is repeated or has the potential to be repeated over time.

Types of Bullying

There are many different types of bullying, which may present as one of the following listed below, or a combination of each.

Emotional Being unfriendly, excluding from social situations, tormenting, spreading rumours, causing embarrassment, hiding belongings, taking/breaking someone's belongings telling others not to be friends with someone, threatening gestures.

Physical Punching, Kicking, Hitting, Pushing, Spitting, Tripping, Scratching, Biting, Slapping, Head butting, Headlock, Physically restraining or any other use of physical violence.

Verbal Name calling, Spreading rumours, Taunting, Teasing, Sarcasm, Dismissive of a person's thoughts/beliefs, Threats of harm or inciting a person to inflict harm to themselves.

Racist Racist language, Racial Taunts, Racial stereotyping, Name Calling, Racial graffiti, Racial gestures, discrimination based on a person's race/ethnicity and/or religion and beliefs.

Sexual Unwanted physical contact, sexually motivated comments, sexually abusive gestures or abuse which focuses on a person's sexual orientation – including any discrimination or stereotyping of a person's sexuality.

Sexist Abuse focusing on a person's gender, including inappropriate gender specific language and stereotyping, discrimination based on a person's gender.

Cyber All areas of abuse directed via electronic/digital resources such as the internet, mobile phones, social media and 'apps'.

Where and When Bullying Happens

Bullying often happens in social situations, such as during break times, before or after school and during evenings and weekends. It can happen in class rooms and lesson times or whilst travelling to/from school or any other provision/activity.

With the progression of technology; bullying has the capacity to happen anywhere at any time – and may happen to a young person within their own home.

Therefore, unfortunately we can appreciate that an incident of bullying may take place here at Somerset Equus; however, whether it be in the yard, in the field or in the shed, any incident of bullying will be dealt with as quickly and swiftly as is possible, with a view to educating and supporting all parties involved.

Our Policy

We believe every individual, staff and young person, has the right to attend Somerset Equus in safety, without fear and return home with body, property and self-respect intact.

No form of bullying is acceptable at Somerset Equus and any incident of bullying brought to our attention will be acknowledged and managed in accordance with our anti bullying policy.

Where possible Somerset Equus strives to implement the following strategies to educate and raise awareness of our expectations with regards to bullying:

- Inform and educate young people in the types of behaviour, language, interactions and responses that can be perceived as bullying.
- Create learning opportunities where the young person can develop empathy, awareness of different perspectives and understanding and respecting others' points of view.
- Effectual use of personal, mentoring and/or individual's support programme time to make clear to all that bullying is not an acceptable behaviour.
- Encourage staff and young people to be alert as they attend Somerset Equus, to the possibilities of bullying; to be prepared to intervene (or to find help to intervene).
- Promote respect of all young people, staff and visitors of Somerset Equus.
- Embed and monitor reporting routes for young people and staff.
- Take seriously and act upon all reports or allegations of bullying.
- Enable young people to seek additional support services / provide opportunities for individuals to talk and be listened to by a member of staff of their choice where possible.
- Provide support for young people to address issues of bullying with the other party; seeking conflict resolution and if wanted, organising restorative justice meetings.
- Conducive use of personal, mentoring and or individual's support programme time to promote individual rights and self-esteem and/or a learning opportunity for the perpetrator to develop understanding and effects of bullying.
- Proficient use of Somerset Equus' brochures, bulletins and newsletters to ensure that all staff, young people and parents are aware that bullying is not acceptable behaviour and that action will be taken should it occur.

When an incident of bullying takes place at Somerset Equus, where appropriate, we strive to adhere to the following process to address and resolve the incident efficiently and effectively for all individuals involved:

1. If an incident of verbal bullying is witnessed by a member of staff which can be dealt with 'on scene', the member of staff will address any inappropriate behaviour directly with the young person and later follow up with the victim to explore the occurrence of bullying. If it is the first incident of bullying then, as the incident was dealt with 'on scene', a log of the incident will be made on file and no further action will be taken at that time. If the victim discloses that this is an ongoing issue then a statement will be taken, details of the incident(s) reviewed by staff, logged on file and support to be offered to all parties from a variety of sources, including a bullying log, restorative justice conversation and mentoring via the young person's personal support package programme.
2. Any ongoing issues of bullying will automatically require each party to complete a statement of events, details of the incident(s) will be reviewed by staff, logged on file and support offered to all parties from a variety of conflict resolution strategies including a bullying log, restorative justice meeting and mentoring via the young person's personal support package programme. In addition, details of the incident(s) will be discussed with parent(s)/guardian(s) of each party and school contact/referrer informed. The incident will be followed up within one week after the incident has been dealt with to ensure that the intervention was successful – Follow up actions may take place in the form of an informal chat to 'touch base' or part of a support package within specific interventions as discussed and agreed at the time of addressing the incident. If the incident(s) of bullying have been isolated and intervention from staff successful then no further action will be taken; if intervention is unsuccessful and bullying is continued then there will be a progression to stage 3.
3. Any incident of Racist, Sexual, Physical and/or Sexist bullying; along with any further ongoing issues of bullying will result in parent(s)/guardian(s) of each party, plus school contact/referrer to be informed. Each party will be required to complete a statement of events, details of the incident(s) will be reviewed by staff, logged on file and support offered to all parties from a variety of conflict resolution strategies including a bullying log, restorative justice meeting and mentoring via the young person's personal support package programme. In addition, a meeting/discussion will take place with the young person, parent(s)/guardian(s) and referrer/school contact to discuss the ongoing suitability for the young person's place at Somerset Equus and to determine appropriateness of further intervention via outside agencies such as the Police, CAMHS etc. Discussions about suitability do not necessarily indicate a withdrawal of Somerset Equus provision, rather the opportunity to change groups/sessions or provide individual sessions for that young person where possible.

Anti-Bullying Process Diagram;

