

ANTI BULLYING POLICY (CHILDREN)

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Department / Policy Reference Number / Policy Version	1.4.7 1 = Residential 4 = Policy List Reference Number 7 = 2022
Policy Effective Date	April 2022
Policy Review Date	April 2023 (or as and when statutory / legislative changes)
Board Approval Date	April 2022
Board Member Signature	
Dissemination to employees (Method and Date)	New starters Core Induction / Read and Sign File. Current Employees – Read and Sign File / Supervision

Policy	Anti-Bullying Policy (Children)
Purpose	To give guidance and support to staff members in understanding and dealing with issues around bullying
Scope	All staff
Policy / Regulations / Training Supported	Children’s Homes Regulations 2015 Code of conduct UN convention on the rights of the child Equality and Diversity Policy Safeguarding
Responsibilities	All staff must adhere to the policy Managers to monitor and analyse incidents of bullying
Enquiry Point	Head of Residential Services Safeguarding Lead

Contents

Policy Section

1. Policy Introduction.....	4
2. Policy Statement.....	4
3. Organisational Scope.....	5
4. What is covered by the Policy and Relationship with other Policies and Procedures.....	5
5. Roles and Responsibilities.....	5

Procedure Section

6. Procedure Introduction.....	6
7. Protocol.....	6

Appendices

- Flow chart to manage incidents of bullying within the home.
- Forms - Refer to Bullying Logbook in home

POLICY SECTION

1. Policy Introduction

- 1.1 Halliwell Homes' vision is to *"To be recognised as the leading organisation at providing Restorative Parenting® in England, integrating residential, fostering and educational practice."* Halliwell's mission is *"To improve the psychological well-being of children in the looked after sector."* The success that Halliwell Homes Limited enjoys today is due to the many important contributions made by each of its employees, and central to this is having effective policies and procedures as these provide a road map for the day to day work, we each do.
- 1.2 Policies and associated procedures and documents ensure compliance with laws and regulations, give guidance for decision-making, and streamline internal processes so that everyone can be clear on processes.
- 1.3 Restorative Parenting® with children who have suffered trauma involves having highly skilled and trained staff. Halliwell Homes has high expectations of all staff and promotes a culture of providing a safe and therapeutic home environment.

2. Policy Statement

- 2.1 The Bullying occurs within every social situation and the damage that it can have on an individual is widespread leading to insecurity, fear, unhappiness and at its worst can lead to a person committing suicide. It is important that bullying is identified and tackled to limit the negative effects that it can have on an individual.
- 2.2 Halliwell Homes has a statutory duty of care to ensure every child, young person and member of staff is able to enjoy a safe home and work environment.
- 2.3 Positive relationships and mutual respect are crucial to achieving the effective and efficient provision of a high-quality clinical programme to children.
- 2.4 Halliwell Homes reserve the right to amend these rules and procedures where appropriate.

3. Organisational Scope

- 3.1 This policy and procedure apply to all staff at Halliwell Homes, covering both permanent and temporary employees. It also covers casual workers, consultants, independent contractors, volunteers and agency staff.

4. What is covered by the Policy and Relationship with other Policies and Procedures

- 4.1 This policy and procedure set out the expectations of what is acceptable and what is not acceptable behaviour between peer groups, and staff. The aim is to eliminate any bullying behaviours, and deal with any incidents of this nature, as a matter of priority.
- 4.2 In order to effectively manage any bullying behaviours, it is important for managers and all employees to understand Halliwell Homes Anti Bullying (Children) Policy and alongside Safeguarding Policy and Procedure and the Employee Handbook.

5.0 Roles and Responsibilities

- 5.1 For the Anti Bullying (Children) Policy and procedures to be managed effectively, fairly and consistently clear roles and responsibilities are required:

- **Employees** are contractually obliged to act as a positive role model for all the children and young people, and demonstrate socially acceptable behaviours, whilst actively engaging with the Anti Bullying (Children) Policy and Procedures. If an employee is unsure on processes, they should seek clarification from their Line Manager or the Human Resources Department.
- **Line Managers** have a duty to ensure they and the employees they manage are made aware of and comply with the Anti Bullying (Children) Policy and Procedures. Managers are responsible for the effective and supportive management of staff carrying out procedures in accordance with this policy and procedure.
- **Directors and Leadership Team** should ensure that all employees are informed of the Anti-Bullying (Children) Policy and Procedure and that line managers receive appropriate support when managing a member of staff through the procedures, if required.
- **Human Resources Department** will provide training to managers on the Anti Bullying (Children) Policy and Procedures.

Procedure Section

6.0 Procedure Introduction

- 6.1 The following procedures provide a framework for the reporting, recording and management of any bullying behaviours, involving any child and young person, as well as staff members. The application of the procedure must be followed in all cases to ensure any bullying behaviours are effectively and consistently managed to reduce and minimise any potential distress this type of behaviour may have. is effectively and consistently managed
- 6.2 Bullying is not accepted in any area within the organisation. Any recognised bullying must be dealt with as a matter of urgency, whether this is bullying towards a child/young person in our care or within the working environment, between staff members
- 6.3 Bullying can take a number of forms; these include, causing or threatening physical harm, forcing people to do something they do not want to do, social exclusion, ostracising individuals, cyber bullying, and stealing, taking another people's property.
- 6.4 Victims of bullying will often hide the fact that this is happening, generally, out of fear of any consequences, if they tell anyone what has happened. It is the role of staff members working with this already vulnerable group to ensure that they identify any potentially bullying situations, and work to reduce these risks.

7.0 Protocol

- 7.1 Whenever bullying has been identified, any course of action is agreed with the victim and they are reassured that the situation is not going to be made worse by any intervention that is put into place. Employees must adhere to the procedures as follows:
- 7.2 Staff need to take time to the root cause of someone's bullying behaviour, and support those demonstrating such behaviours, to understand why they behave and 'communicate' in this way, and to be supported to find alternative ways of communicating.
- 7.3 The ethos in the homes is one of zero tolerance around bullying. This should be encouraged in a number of ways, for example, having bullying as a regular and standard item for children's meetings, and ensuring that bullying behaviour never goes unchallenged. Staff members should also ensure that children understand the personal impact bullying can have on others, for example, when challenging bullying, using phrases like 'I will not let you hurt X, just as I would not let X hurt you'. Challenging behaviour should never be done by humiliating the instigator.
- 7.4 All incidents of bullying must be recorded in the child's file and the homes bullying logbook, and followed up by the Manager

- 7.5 Any child or children that may have been victimised, or have bullied others, must have a robust risk assessment in place that identifies the strategies for the team to use, in order to limit the risks of the child/children, either bullying others, or bullied themselves. This should also be made explicit with clear guidelines of how to respond in a bullying incident, in the child's Behaviour Management Plan
- 7.6 Regular monitoring **MUST** take place of all bullying incidents, to assist in the identification of any trends or patterns and to ensure that there are robust and effective interventions and strategies in place to reduce any bullying.