Cherry Lane Therapeutic Homes
Bullying Prevention and Response Policy

Purpose

Cherry Lane Children's Home is dedicated to creating a welcoming, inclusive environment where bullying is not tolerated. This policy ensures compliance with Government guidelines, Ofsted standards, and best practices for preventing and addressing bullying.

Definitions

Bullying: A deliberate intention to hurt or humiliate, characterized by a power imbalance that makes it hard for the victim to defend themselves, and is usually persistent.

Forms of Bullying:

- **Physical:** Kicking, hitting, pushing, taking belongings, inappropriate touching.

- **Verbal:** Name-calling, taunting, mocking, making offensive comments.

- **Social:** Spreading hurtful rumours, intentional exclusion, pressuring someone to act against their will.

- **Cyberbullying:** Using digital devices or the internet to threaten or embarrass.

Recognizing Bullying

Types of Cyberbullying:

- **Email:** Sending threatening or upsetting messages.

- **Instant Messenger and Chat Rooms:** Sending bullying messages directly or in group settings.

- **Social Networking Sites:** Creating profiles to mock someone or posting hurtful comments.

- **Mobile Phones:** Sending abusive text, video, or photo messages.

- **Interactive Gaming:** Abusing or threatening other players online.

- **Sending Viruses:** Destroying or compromising someone's computer or personal information.

- **Abusing Personal Information:** Sharing private photos or information without permission.

Effects of Bullying

Bullying can cause mental distress, leaving victims feeling scared, lonely, stressed, and vulnerable. Cyberbullying is particularly pervasive as it can follow individuals into their homes, making escape difficult.

Immediate Actions for Bullying Incidents

1. **Staff Intervention:** Staff will intervene immediately if bullying is reported or observed.

2. **Supporting Victims:** Encourage victims not to reply, keep evidence, block the sender, and understand the support available to them.

3. **Recording Incidents:** All incidents will be recorded and reported to the home's manager.

4. **Applying Consequences:** Raise or presence to those perpetrating bullying drawing on Non-Violent Resistance (NVR) methods and restorative justice.

Preventing Bullying

For Staff:

- Understand and recognize different types of abuse, including peer abuse, cyberbullying, and bullying in day-to-day relationships.

- Develop skills to intervene, protect, and address bullying behaviours effectively.

- Create and maintain an inclusive, respectful environment.

For Young People:

- Engage in regular conversations about the risks and dangers of bullying.

- Encourage open discussions about bullying and its impact.

- Involve them in creating a safe, supportive environment.

Responses to Bullying

General Responses:

- Resist perpetrators of bullying using NVR methods and restorative justice.

- Conduct life coaching sessions/de-briefs to discuss thoughts, feelings, and required support.

- Work closely with schools to address bullying reported at school and support appropriate behaviour.

- Seek police intervention for incidents deemed to be criminal offenses.

- Address bystanders and those who encourage bullying behaviour.

Organisational Practices:

- Ensure procedures for dealing with bullying are in place and staff are skilled in intervention.

- Work with parents to ensure they understand the policy and procedures.

- Involve pupils in understanding and preventing bullying.

- Regularly evaluate and update policies to account for developments in technology.

- Implement consequences reflecting the seriousness of incidents.

- Promote open discussion of differences that could motivate bullying.

- Utilise specific organisations or resources for particular problems.

- Provide effective staff training on anti-bullying principles, legal responsibilities, and resolving problems.

- Collaborate with the wider community, including police and children's services, for serious or persistent bullying.

- Facilitate easy reporting of bullying incidents by pupils.

- Create an inclusive environment where pupils can discuss bullying causes without fear.

- Celebrate successes to create a positive ethos around bullying prevention.

Monitoring and Review

Cherry Lane Children's Home will regularly review and update this policy to ensure it remains effective and compliant with current legislation and best practices. Staff training will be ongoing to ensure all members are equipped to handle bullying effectively