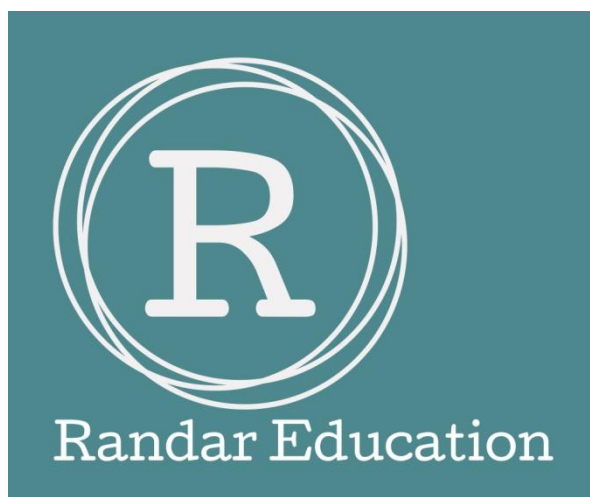




Randar Education

Anti-Bullying Policy

Policy Date

1st April 2025

Review Date

1st April 2027

REVIEW SHEET

Each entry in the table below summarises the changes to this policy and procedures made since the last review (if any).

Version Number	Version Description	Date of Revision
1	Original	1 April 2024
2	More concise wording	12 March 2026

Principles and Values

Randar Education takes bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The organisation will seek ways to counter the effects of bullying that may occur within organisation or in the local community. The ethos of our provision fosters high expectations of outstanding behaviour, and we will consistently challenge any behaviour that falls below this. This policy needs to be read in conjunction with the centre's Behaviour policy.

Randar Education seeks to provide a safe, secure and positive environment where young people can achieve their potential, making full use of the opportunities available to them and have the right to be treated with respect and to be free from intimidation.

Objectives of this Policy:

- All staff; pupils and parents should understand what bullying is.
- All staff should know what the centre policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the policy is on bullying, and what they should do if bullying arises.

What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying at Randar Education is, "unacceptable and will not be tolerated. Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

Physical- pushing, kicking, biting, hitting, punching or any use of violence

Racial- racial taunts, graffiti, gestures

Sexual- unwanted physical contact or sexually abusive comments

Homophobic- because of, or focussing on the issue of sexuality

Direct or indirect

Verbal- name-calling, sarcasm, spreading rumours, teasing

Cyber bullying- All areas of internet, such as email and internet chat Twitter, Facebook misuse

Mobile threats- by text messaging and calls

Misuse of associated technology i.e. camera and video facilities, iPad, games consoles,

Bullying can take place in the classroom, playground, toilets, on the journey to and from organisation, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons

over another.

This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – with cyber bullying or using email, social networking sites, texts etc.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others or may make them more likely to fall victim to the behaviour of others.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Signs and Symptoms for Parents and Staff:

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from organisation
- begs to be driven to organisation
- changes their usual routine
- is unwilling to go to organisation (organisation phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do make less effort with organisation work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)

- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated quickly and accurately.

Outcomes:

All known/reported incidences of bullying will be investigated by a member of staff at Randar. Parents of the perpetrator may also be questioned about the incident or about any concerns that they may be having. The young person displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding). Other consequences may take place. e.g. a parent being informed about their child's behaviour and a request that the parents support the provision with any consequence that it takes (See Behaviour Policy). Wherever possible, the pupils will be reconciled.

In some cases, outside agencies may be requested to support the centre or family in dealing with a child continually demonstrating unacceptable behaviour towards others. e.g. police, counsellor, additional outreach Support.

In serious cases (this is defined as children displaying an on-going lack of response to consequences that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices) the placement may be reviewed.

During and after the incident(s) have been investigated and dealt with, each case will be recorded in the Bullying Log and monitored to ensure repeated bullying does not take place.

Prevention:

We use a variety of methods to support children and young people in preventing and understanding the consequences of bullying through several sessions that are themed in their guidance time, Anti-bullying week, E-Safety courses, keeping safe online. The ethos and working philosophy of Randar means that all staff actively encourage children to have respect for each other and for other people's property.

Good and kind/polite behaviour is regularly acknowledged and rewarded.

Staff will regularly discuss bullying; this will inform children and young people that we are serious about dealing with bullying and leads to open conversations and increased confidence in student to want to discuss bullying and report any incidents and concerns about other people's behaviour.

If a student feels that they are being bullied, then there are several procedures that they are encouraged to follow:

- tell a friend
- tell a staff member
- Tell a adult whom you feel you can trust
- write your concern and post it in the suggestion box
- tell a parent or adult at home whom you feel you can trust
- discuss it as part of your guidance sessions
- ring Childline and follow the advice given

Advice to Parents:

As the parent of a child whom you suspect is being bullied:

1. Report bullying incidents to the staff at Randar Education
2. In cases of serious bullying, the incidents will be recorded by staff and the manager of the provision informed without delay
3. In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

We advise parents do not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back. Both will only make the problem much harder to solve.