

# New Era Enterprises (E. Lancs.) Ltd

## ANTI-BULLYING POLICY

### STATEMENT OF INTENT

We are committed to providing a caring, friendly and safe environment for all, so they engage with the work of New Era Enterprises in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at New Era. If bullying does occur, all children, young people and parents/carers should be able to tell us about this and know that incidents will be dealt with promptly and effectively.

We are a TELLING organisation. This means that anyone who knows that bullying is happening is expected to tell a member of staff, or the designated safeguarding officer. New Era is committed to helping everyone treat each other with respect.

### WHAT IS BULLYING?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through cyberspace, and comes in many different forms:

**Verbal:** Name calling, persistent teasing, mocking, taunting and threats.

**Physical:** Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.

**Emotional:** Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.

**Cyberbullying:** The misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation. Examples of cyberbullying include:

- Abusive comments, rumours, gossip and threats made using digital communications and/ or technologies - this includes internet trolling.
- Sharing pictures, videos or personal information without the consent of the owner and with the intent to cause harm or humiliation.
- Hacking into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person.
- Creating dedicated websites that intend to harm, make fun of someone or spread malicious rumours.
- Pressurising someone to do something they do not want to such as sending a sexually explicit image.

New Era commits to ensure our website and/or social media pages are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

People can be targeted for any reason, but people who bully others often target 'difference' and bullying can be a form of wider discrimination. For example, bullying behaviour may be:

- Racist: Targeted at ethnicity, skin colour, and language, religious or cultural practices.
- Homophobic, biphobic and/or transphobic: Targeted at actual or perceived sexuality and/or gender.
- Sexual and/or sexist: Sexual and/or sexist behaviour that is intended to cause offence, humiliation or intimidation.
- Disablist: Targeted at an impairment or special educational need.
- Targeting any 'difference': Bullying behaviour can also be targeted at 'looks', weight and height, colour of hair, wearing glasses or braces, acne, psoriasis and eczema, scars, marks or conditions of the face or body, body odour, poverty, gifts and talents or family situation (e.g. divorce, bereavement, homelessness).

Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Individuals who are bullying need to learn different ways of behaving. New Era recognises its responsibility to respond promptly and effectively to issues of bullying.

## PROCEDURES

1. Report bullying incidents to a staff member of the Designated Safeguarding Lead.
2. Parents/carers should be informed and will be asked to come in to discuss the problem.
3. If necessary and appropriate, the police will be consulted.
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
5. An attempt will be made to help the bully (bullies) change their behaviour.
6. If mediation fails and the bullying is seen to continue New Era may prevent further engagement with the child/young person.

## RECOMMENDED ACTION

If New Era decides it is appropriate for them to deal with the situation, they should follow the procedure outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/is not appropriate, a small panel (composed from staff, board member, safeguarding lead) should meet with the parent/carer and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. The same three persons should meet with the alleged bully and parent/carer and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has in their view taken place, the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues.

5. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
6. All staff involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

In the case of adults reported to be bullying anyone within New Era under 18

1. The Designated Safeguarding Officer must be informed and will advise on action to be taken where appropriate.
2. More serious cases may be referred to the Police and/or Children's Social Care.

## PREVENTION

- New Era will encourage all groups to have a written agreement, which includes what is acceptable and proper behaviour for all members, of which the Anti-Bullying Policy is one part.
- Staff will raise awareness about bullying and why it matters, and if issues of bullying arise, will consider meeting with members to discuss the issue openly and constructively.
- Seek opportunities to learn about and celebrate difference.
- Increase diversity within our staff, volunteers, children and young people.

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You may also wish to use the following web links to sites who also provide advice and guidance to parents and children who are faced with dealing with bullying:

[KIDSCAPE](#) provides advice for parents/carers and children. - 020 7823 543

### Guidance for parents/carers

<https://www.anti-bullyingalliance.org.uk/>

<https://www.unicef.org/end-violence/how-to-stop-cyberbullying>

[www.stonewall.org.uk](http://www.stonewall.org.uk)

[www.bullying.co.uk](http://www.bullying.co.uk)

### Guidance for young people

[www.youngstonewall.org.uk/](http://www.youngstonewall.org.uk/)

[www.cybermentors.org.uk](http://www.cybermentors.org.uk)

[www.childline.org.uk](http://www.childline.org.uk)

### Contact Details

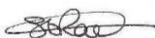
Anti-Bullying co-ordinator – Wendy Woodfine [wendy@neweraburnley.co.uk](mailto:wendy@neweraburnley.co.uk) Tel 07711 801 736

Designated Safeguarding Lead – Sue Rae [sue@neweraburnley.co.uk](mailto:sue@neweraburnley.co.uk) Tel 07711 801 821

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on 16<sup>th</sup> March 2020.

Signed



Next Review Date: March 2021