



Anti Bullying Policy

BlueWhale Training is committed to providing a caring, friendly and safe working and learning environment for everyone. Bullying of any kind is wholly unacceptable and will be dealt with immediately. If bullying does occur, learners and staff should notify the Designated Person and incidents will be dealt with promptly and effectively.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet, such as email & internet chat room misuse
- Mobile threats by text messaging & calls
- Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

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

- is frightened of walking to or from training provision or work placement
- begs to be driven to destinations
- changes their usual routine
- is unwilling to go to their training placement or work placement
- begins to miss class or work
- becomes withdrawn anxious, or lacking in confidence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
- comes to work or training placement with clothes torn or personal possessions
- damaged or 'missing'
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"

- has unexplained cuts or bruises
- 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 & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. (Above extracts taken from Kidscape for further guidance or information please refer to www.kidscape.org.uk)

Objectives of this Policy

- All Directors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All Directors and teaching and non-teaching staff should know what the BlueWhale policy is on bullying, and follow it when bullying is reported.
- All learners and staff should know what the school policy is on bullying, and what they should do if bullying arises.
- At BlueWhale we take bullying very seriously. Students and staff should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Procedures

1. Students to report bullying incidents to staff, in the case of staff being bullied that should report this directly to the Designated Safeguarding Person Ben Hayes. This can be done face to face, via email or letter – whichever method is most comfortable for the person being bullied.
2. Learner reports will be passed onto the Designated Safeguarding person using the attached document (Appendix A).
3. All cases of bullying will be documented and a record kept for 12 months. These records will also help to inform the annual quality review. Records may be analysed for patterns and this will assist BlueWhale Training to identify where appropriate, methods to address these patterns.
4. In serious cases parents /carers will be informed and will be asked to come in to a meeting to discuss the problem.
5. If necessary and appropriate, police will be consulted.
6. The bullying behaviour or threats of bullying will be investigated and the bullying
7. stopped quickly.
8. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

1. A full investigation will take place, led by the designated person.
2. The 'bully' will be asked to apologise and other consequences may take place. e.g. may be removed from course or work placement.
3. If possible there will be a reconciliation process with the parties concerned.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. Serious cases will be referred to the appropriate authorities, who will handle the situation as per their own policy and procedures.

6. In the instance of cyber – bullying (as defined above) we will deal with situations in accordance with the DCSF Guidelines and the associated document (appendix B)

Prevention

We will use the following methods to prevent bullying. As and when appropriate, these may include:

- Students will write a set of rules at course induction
- Students and staff will be inducted accordingly and will be asked to read the anti-bullying policy and sign appropriate paperwork to show that have read and will adhere to the policy documents.
- Staff and students will use ICT , mobile phones etc within the guidelines identified.
- Anti bullying policy will be reviewed and discussed annually at staff / director meetings and changes will be disseminated to all concerned.
- Staff will endeavour to address inappropriate behaviour as it arises with the training facility or work place.
- Staff will encourage an open, secure and safe environment for all students.

Help Organisations

Birmingham Safeguarding Childrens Board

Children's Legal Centre

Parentline Plus

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) Parentline Plus

Youth Access

Bullying Online

Kidscape

www.lscbbirmingham.org.uk

0845 345 4345

0845 1 205 204

0808 800 2222

020 8772 9900

www.bullying.co.uk

www.kidscape.org.uk

Signed:



Ben Hayes - Company Director - August '22

Review Date: August '23

Date incident reported to staff	
Name Of Staff Member	
Signature	
Details of reported incident	
Date reported to DSL	
DSL	
Signature	
Details of 'next steps' taken by designated person	
Details of monitoring to take place	

What is Cyber Bullying?

Cyberbullying can be defined as the use of Information and Communication Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else. Cyberbullying is a sub-set or 'method' of bullying. It can be used to carry out all the different 'types' of bullying (such as racist bullying, homophobic bullying, or bullying related to special educational needs and disabilities), but instead of the perpetrator carrying out the bullying in person, they use technology as a means of conducting the bullying.

Cyberbullying can include a wide range of unacceptable behaviours, including harassment, threats and insults. And like face-to-face bullying, cyberbullying is designed to cause distress and harm.

Cyberbullying can be an extension of face-to-face bullying, with technology providing the bully with another route to harass their target. However, cyberbullying does differ in several significant ways to other kinds of bullying: for example, the invasion of home/ personal space; the difficulty in controlling electronically circulated messages; and even in the profile of the bully and target. These differences are important ones for people working with children and young people.

Cyberbullying takes place between children; between adults; but also across different age groups. Young people can target staff members or other adults through cyberbullying: there are examples of school staff being ridiculed, threatened and otherwise abused online.

Acceptable use of technology:

- Student and staff will only use equipment provided by the organisation
- Any one using the internet, mobile phones, cameras, videos etc to carry out any form of bullying activity will have equipment confiscated and given to the police to search for evidence of cyber bullying.
- Staff should not have personal contact via social networking sites with students
- Staff and students will not access / try to access offensive material via the internet, any one found to be doing so will be dismissed pending enquiry.
- Cameras, videos and recording equipment owned by Blue Whale or partner organisations should only be used for explicit work purposes relating to the training programmes or following instruction from a member of staff.
- Students and staff are to have their mobile phones switched off whilst undergoing or conducting form of training.

Monitoring:

All issues or matters arising are monitored closely and documented on a spreadsheet and reviewed termly.

