



## Anti Bullying Policy

This policy was adopted on 28th August 2022  
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### POLICY STATEMENT

Art Inc are committed to the safeguarding of our young people. Art Inc are committed to safeguarding and protecting all children and young people by implementing robust safer recruitment practices, identifying and rejecting applicants who are unsuitable to work with children and young people. Art Inc will respond to concerns about the suitability of applicants during the recruitment process. Art Inc will respond to concerns about the suitability of employees and volunteers not just before but also once they have begun their role ensuring all new staff and volunteers participate in an induction which includes child protection and a list of the supporting procedures that accompany the policy the date the policy comes into force and when Art Inc will review it.

### WHAT IS BULLYING?

Bullying is behaviour that is often repeated and sometimes over time, it hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone.

It can happen anywhere – at school, at home, online and at Art Inc. It can hurt a child both physically and emotionally. It is not a one-off disagreement/conflict.

## TYPES OF BULLYING

Bullying can be categorised but is not exclusive to;

- physical bullying: hitting, slapping or pushing someone
- verbal bullying: name calling, gossiping or threatening someone
- non-verbal abuse: hand signs or text messages
- emotional abuse: threatening, intimidating or humiliating someone
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulating someone
- making silent, hoax or abusive calls
- cyber -bullying; bullying that takes place online
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Some bullying can also be categorised as hate crimes;

- racial, sexual, transphobic, biphobic or homophobic bullying
- bullying someone because they have a disability.

## REPORTING BULLYING

Young people can report bullying to any of our staff. We pride ourselves in building healthy relationships in a small nurturing environment where young people can feel safe and build confidence in discussing their concerns.

Parents and families can discuss or email their concerns with us [sonya.artinc@gmail.com](mailto:sonya.artinc@gmail.com)

## ART INC APPROACH TO BULLYING

Staff at Art Inc understand that bullying can happen at Art Inc. Staff may recognise one or more of the signs of bullying

- belongings getting 'lost' or damaged
- physical injuries, such as unexplained bruises
- Talking about being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
- Talking about not doing as well at school
- asking for, or stealing, money (to give to whoever's bullying them)
- being nervous, losing confidence, or becoming distressed and withdrawn
- problems with eating or sleeping
- bullying others.

Staff may receive a report of bullying from a child or family member.

Staff will take the following steps to support

Art Inc staff will be available for parents, families and young people to talk to you about their worries. If the bullying is related to incidents in Art Inc then we will provide strategies. If bullying is happening outside Art Inc we will ensure that the young person/family has access to support.

#### Strategies

- Reassurance that discussing bullying is the right thing to do
- Educational discussion with both the victim of bullying and child demonstrating bullying behaviour. Children do not always understand what they are doing is bullying or the impact that it is having and will stop when they realise this.
- Discuss impacts and other support people including Family members, teachers at school, other trusted adults
- Sign post to online support such as childline where they can access online counselling  
<https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/bullying-cyberbullying/>
- Guidance on how to block, screenshot and report online bullying, including preference setting.
- If the bullying is a hate crime signposting the young person/family for support  
<https://www.childline.org.uk/info-advice/bullying-abuse-safety/your-rights/discrimination-hate-crime-equality/>

If a young person attending Art Inc is demonstrating bullying behaviour this will be dealt with under our behaviour policy. In repeated cases this will be reported to the young person's family, their referring establishment/partner school and potentially the police. Continued Bullying behaviours may result in the young person forfeiting their right to attend Art Inc. Their place will be non-refundable but maybe utilised by the referring establishment/partner school for another child at a minimal admin fee.

Any staff exhibiting bullying behaviours will be dealt with under our code of conduct policy.

#### FINAL STATEMENT

Art Inc is fully committed to providing a safe, welcoming place for all our young people and staff to attend. We understand that bullying can occur in any setting. We will listen, support and deal with any bullying cases that arise.