



Policy Document

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This policy is intended to define, underpin and drive processes and activities surrounding: dealing with bullying within the constraints of the code of conduct for children and the adult code of conduct.

Rationale:

Bullying is a complicated term, often misapplied. Children disagree. Children engage in physical altercations. These are normal and expected and should be allowed to self resolve within the constraints of benign neglect unless reported to an adult. An accepted description of bullying is: when someone is hit, kicked, threatened, unreasonably forced to do something they do not want to do, excluded by others or treated in an unpleasant way over a period of time. Bullying should not be applied to one off altercations or disagreements and is always a 1 to 1 scenario, often hidden from the sight of others. Bullying relies on one party having a perceived position of power over another by way of race, religion, wealth, social standing, intellect, age etc.. When bullying is carried out in a many to 1 fashion it is called mobbing. There is usually a ring leader and lieutenants who carry out the bidding of the ring leader. Bullying is not arguing. Bullying is not fighting. Bullying is not disagreeing over the rules of a game. Bullying is not being excluded from a game because you have disagreed with the accepted rules.

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Bullying is not tolerated and if discovered will bypass the behaviour policy and result in immediate and permanent exclusion. Our courses are not designed to integrate those who are prepared to wilfully ignore our rules unless specifically designed in conjunction with Intervention, EBD or SEN units / service providers.

Within the Children's code of conduct there is a clear advice that if a child feels as though they are afraid or being threatened they should report it to any adult at the time and not hide it for fear of reprisals or fear that the adult will not support them. Parents should make this clear to attending children and Broomheath Plantation Bushcraft Academy staff will reinforce the code of conduct. It is extremely difficult to deal with incidents after the fact especially if one or more parties are single day visitors.

Upon receiving a report all activities stop and a very simple interview is conducted with the children in isolation from each other:

1. What happened?
2. How do they feel about what happened?
3. How do they think other parties felt about what happened?
4. I wonder why it happened?
5. How do they think we can move forward?

Broomheath Plantation Bushcraft Academy staff will make a decision as to whether any incident is a one off altercation and manageable within the constraints of the course or whether bullying has occurred.

Advice for attendees.

If you feel you are being bullied at Broomheath Plantation Bushcraft Academy:

1. Get away from the situation as quickly as possible
2. Tell an adult what has happened straight away
3. Don't blame yourself for what has happened

Advice to Parents

If you think your child has experienced bullying whilst attending Broomheath Plantation Bushcraft Academy:

1. Calmly talk to your child about what has occurred
2. Make a note of what your child says – particularly who was said to be involved, how often has it happened, where it happened and what happened.
3. Reassure your child that they have done the right thing by telling you about the bullying.
4. Explain that should future incidents occur to report them to an adult immediately.
5. Make an appointment to see the Head of Broomheath Plantation Bushcraft Academy who is the child protection lead.
6. Explain the problems you child is experiencing.

Talking with Broomheath Plantation Bushcraft Academy staff about Bullying:

1. Stay calm and bear in mind that if your child has not mentioned this to our staff your contact is the first we will know about it.
2. Our staff may have conflicting accounts of incidents that were reported to us during your child's visit although we will have informed you on collection of any reported incidents.
3. Be as specific as possible about what your child says happened.

4. Remember there are 2 sides to every story and we will collect a lot of evidence.
5. Make a note of what action you wish Broomheath Plantation Bushcraft Academy to take.
6. Allow reasonable time for investigation since we may not see implicated parties again.

Process after reporting of bullying:

Broomheath Plantation Bushcraft Academy will log phone calls and meetings with parents in cases of bullying and follow up all issues, reporting back to discuss further action if required. If our own findings are at odds with the requirements of the parents of the targeted child or the parents of the targeted child don't accept our findings we will escalate to the LADO.

Broomheath Plantation Bushcraft Academy will:

1. Talk to the targeted child if appropriate and likely to be allowed by parents
2. Confront alleged bully/bullies if attending subsequent sessions.
3. Involve parents of children involved.
4. Resolve the problem as quickly as possible or escalate.

Should bullying be proven:

The bully will be black listed and banned with an letter of explanation to their parents.