



# Hampshire Children's Trust Anti-bullying Policy

## Statement of principles and values

Bullying has a negative effect on all those involved; the target, the perpetrator and the bystanders.

Hampshire's Children's Trust's overarching vision is that every child and young person, including those who are vulnerable or disadvantaged, has the best possible start in life. Our aim is for all children and young people to be healthy; stay safe, enjoy life, achieve their full potential, be interested and fully involved in the community they live in and achieve economic independence.

In particular, children and young people should expect to:

- be able to grow and develop in safety and free from prejudice and discrimination
- be listened to and have their views taken into account
- be treated with respect
- belong to and be valued in their community
- see their needs and interests at the heart of everything we all do.

Guiding principles for all partners providing services for children and young people in Hampshire are enshrined in the 1989 United Nations Convention on the Rights of the Child. In order to fulfil this, it is important that all partners working with children and young people in Hampshire agree and work within an overarching policy, strategy and action plan to address bullying.

## Definition

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

This situation can only be maintained where there is an imbalance of power.

## Types and forms of bullying

Bullying behaviour which conforms to the above definition can take many forms: bullying takes place through means which can be verbal (e.g. name-calling), indirect (e.g. exclusion), physical (e.g. hitting) and cyber bullying (e.g. misuse of social networks). The Single Equalities Act (2010) prohibits discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.



## Statement of Intent

All settings and organisations which make provision for children and young people must have in place rigorously enforced anti-bullying strategies addressing prevention of and intervention following any incidents of bullying. Where bullying behaviour occurs it is the responsibility of partners, especially adults in positions of trust and authority, to confront children and young people with the consequences of their behaviour, work to restore relationships and build the resilience of those who have been targeted. This policy is particularly concerned with bullying which affects children and young people. Bullying behaviours are not acceptable in any guise including bullying involving adults e.g. child to adult, adult to child and adult to adult.

Hampshire Children's Trust supports an Anti Bullying, Multi-Agency Strategy Group to monitor and implement the Anti-Bullying Delivery plan. The Strategy Group exists to research, promote and disseminate good practice with regard to preventing bullying and intervening when it occurs which will include:

- promoting a rights-respecting, anti-bullying culture
- raising and maintaining awareness of bullying, its effects and strategies for reducing it
- collecting and analysing data about bullying to inform future policy and practice
- seeking relevant data including reporting and recording systems and surveys
- promoting, supporting and guiding work with children, young people and parents/carers to ensure effective systems exist to combat bullying.

The Multi-Agency Strategy Group will:

- organise conferences for young people
- organise training for adults working directly with children
- work with Governor Services to facilitate training for school governors
- disseminate information to schools and interested parties
- maintain links with the police
- maintain links with the local authority.

## Evaluation and review

The County Anti-Bullying Strategy Group will promote the collection and collation of relevant data at a County level in order to identify and respond to needs and trends with regard to bullying across Hampshire, and monitor the effectiveness of the County strategy.

## Links to other policies, strategies and plans

Bullying is a form of behaviour that impacts on the emotional health and well-being of all involved. This policy must therefore be read and understood in conjunction with other relevant Hampshire documentation, including:

- Children and Young People's Plan
- Safeguarding Children Procedures
- Child and Adolescent Mental Health Services Strategy
- Maximising Well-Being Through Education Policy Statement
- Racial Harassment Policy and Guidelines
- Dignity at Work Policy
- Safeguarding Vulnerable Adults.