



## What is Bullying?

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. This includes cyber-bullying.

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves.

Children and young people who are at greatest risk of being the victims or perpetrators of bullying can be those who:

- are in foster care or residential homes
- are understood to be at risk from a range of Safeguarding or Child Protection issues
- have specific special educational needs
- have a disability or impairment
- are from minority ethnic backgrounds
- are refugees or asylum seekers
- start school or an activity group mid-term
- are, or are perceived to be, gay, lesbian, bisexual, transgender or questioning

of their sexuality or gender

- speak a first language other than English
- are young carers
- have suffered bereavement
- have suffered domestic violence
- have experienced physical or emotional trauma
- have a parent that was a victim of bullying
- experienced poverty or deprivation
- are perceived as different in some way

### Bullying behaviours can include:

- The repeated negative use of bodily contact to intentionally hurt others.
  - Physical harm – e.g. hitting, kicking, tripping up, spitting, taking or damaging property, use of threat or force in any way, intimidation or demands for money or goods.
- The repeated negative use of speech, sign language, or verbal gestures to intentionally hurt others.
  - Verbal harm – e.g. name calling, insulting, teasing, ‘jokes’/’banter’, mocking, taunting, gossiping, secrets, threats. Reference to upsetting events - e.g. bereavement, divorce, being in care.
- The repeated negative use of actions, which are neither physical nor verbal, to intentionally hurt others.
  - Non-verbal harm – e.g. staring, body language, gestures.
  - Indirect harm – e.g. excluding, ostracising, rumours and stories, emails, chat rooms, messaging phones, notes, inappropriate gestures.
- The repeated negative use of technology as a medium to intentionally hurt others.
  - Cyber harm – e.g. text messaging, instant messaging, internet chat rooms, the misuse of social media applications, the misuse of camera or video facilities (including the self-generated inappropriate images), offensive questions and nasty inbox messages.

- The repeated negative treatment of another incited by a parent/carer.

### Possible indicators of bullying

The following behaviours may suggest that someone is being bullied:

- Disturbed sleep
- Bed-wetting

- Head and stomach aches
- Problems with concentration
- Changes in behaviour and attitude
- School refusal
- Bullying other children
- Damaged or missing clothes / money / property
- Asking for more money than usual or stealing money
- Withdrawn or changes in their usual behaviour patterns or attitude
- Distressed or emotional and finds it hard to articulate their feelings
- Changes in their eating patterns
- Changes in their online activity
- Shows evidence of self-harming or even for extreme cases potential suicide
- Is unusually tired without a reasonable explanation
- Has unexplained bruises or marks on their body - some may refuse to change for PE
- Repeatedly comes to school without dinner money or a packed lunch
- Seems afraid to be alone and requires more adult interaction

This list is not exhaustive. In addition, these behaviours could also indicate other issues for which schools/A+ may refer to their Behaviour and Child Protection and Safeguarding Policies for guidance

When dealing with bullying-related incidents, schools & alternative providers must refer to the Equality Act 2010 and the 9 protected characteristics within it: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

### Preventing Bullying

At Adventure Plus, we believe everyone is individual and unique. We want everyone to be the best they can be and work to build them up whilst striving to make a safe and secure environment for each young person who comes to Adventure Plus.

We aim to achieve our core values and mission statement whenever any young people join us at A+:

### **A+ Core Values**

## **Helping people realise their potential in a challenging, encouraging environment**

Enabling personal development through fun, inspiring courses

Building people's self-worth through a positive Christian ethos

Challenging the whole person: Physically, Socially and Spiritually

## **Striving for the best in all we do**

Safe, high quality provision

Responding to each clients' needs

Business-like but not business-driven

## **Representing Christianity in a relevant and exciting way**

Seeking God's will in all we do

Reflecting Christ's light and his love into peoples' lives

Care and respect for the created world and all people

### **A+ Mission Statement:**

- To provide the best possible course, in line with each client's needs and a Credible Christian Witness in all we do.

We hope by modelling appropriate behaviour towards one another, the young people coming to A+ will see a place without bullying and see the difference it can make.

When meeting a new young person who has been referred to A+, we show them the A+ Way statements so they know what we are aiming for.

### **THE A+ WAY**

At A+:

- We are gentle with each other
  - We use kind words
  - We include everyone
- We encourage and support each other
- We are always ready to help each other
- We look out for those who need cheering up
  - We share things

- We listen to each other
  - We are respectful
  - We are truthful
  - We forgive
  - We try our best

### Adventure Plus Staff

All A+ staff will be vigilant, know policies & procedures and deal with incidents in accordance with the policies.

They will inform the Aim Lead of any (suspected or known) bullying and take action to reduce the risk of bullying.

All A+ staff will always challenge any instances of sarcasm, unpleasant behaviour or put-downs and take further action as appropriate.

The Aim Lead will talk to the perpetrators to gain a fuller picture, then contact the referring school and parents to inform them of any bullying incidents and to make a plan with them to deal with any incidents.

### Responding to Bullying

Bullying hurts and inevitably causes pain and distress. No one deserves to be a victim of bullying. Whilst it can take many forms, all bullying, both physical and emotional, must be viewed as very serious; it can have a significant and potentially long-lasting impact on an individual's mental health. Perpetrators of bullying behaviour need to understand and acknowledge the negative impact of their actions.

Any young person who continues bullying at A+ after a plan has been made will have their place at A+ revoked temporarily. If it continues after this, then their place will be revoked permanently.

### Young People

If you see anyone being bullied or are being bullied yourself, always tell a member of the A+ team. They will listen to you, write down what you are saying & take you seriously. They will pass the information on to the Aim Lead who will discuss the situation with you. After a plan has been made to stop the bullying, the A+ team and the Aim Lead will keep checking in with you to make sure the bullying has stopped.

## Parents

If you think your young person is being bullied whilst at A+ or because of A+, please contact the Aim Lead on [aimlead@adventureplus.org.uk](mailto:aimlead@adventureplus.org.uk) or 01993703308 to discuss your concerns. We take every young person seriously and want them to have the best possible time whilst at A+.