



THLCIC Anti-bullying Policy

Treasure House (London) CIC offers a holistic and therapeutic setting to small number of vulnerable non-school attenders, and as such, is completely opposed to bullying in any form and will not tolerate such behaviour. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

Mission Statement

Treasure House (London) CIC is committed to promoting positive relationships between all members of its community. We believe that: -

- Students have a right to learn without fear of intimidation and ridicule
- All reported incidents will be taken seriously and thoroughly investigated
- Victims will be listened to and action taken to remedy the situation
- Bullies will be dealt with appropriately depending on the nature of the act.

What is Bullying?

Bullying is any act which causes embarrassment, pain or discomfort to someone. It is an abuse of power. It can be planned and organised or it may be unintentional. It may be perpetrated by groups or individuals. Examples of bullying behaviour are:-

- Physical violence – pushing, hitting, kicking, pinching
- Interfering with another student's property, by stealing, hiding or damaging it
- Using offensive names when addressing or referring to another student
- Teasing or spreading rumours about another student
- Belittling another student
- Writing offensive notes or graffiti about another student
- Excluding a student from a group activity
- Ridiculing another person's appearance, way of speaking or personal mannerisms
- Misusing technology
- Discriminating against anyone because of gender, age, appearance, disability, nationality, ethnicity, culture or religion.

This policy is linked with our Behaviour Policy, Equal Opportunities Policy, Safeguarding Policy and e-Safety Policy.

Treasure House (London) CIC

Responsibilities of all stakeholders

Responsibilities of Staff

Our staff will: -

- Foster self-esteem, self-respect and respect for others
- Demonstrate at all times the high standards of personal and social behaviour we expect of our students
- Discuss issues relating to bullying openly with all students so that they learn about the damage it causes
- Encourage students to tell a member of staff if they feel they are being bullied
- Be aware of any behaviour which might indicate that bullying is happening
- Listen to any student who feels that s/he is being bullied, take them seriously and act to support and protect them
- Follow up any complaint by a parent about bullying and report back promptly and fully when action has been taken
- Deal with instances of observed bullying promptly and effectively, in accordance with the Behaviour Policy

Responsibilities of Students

Our students will:

- Refrain from becoming involved in any kind of bullying, even at the risk of making themselves unpopular
- Work with members of staff to find positive and effective ways to deal with bullying
- Intervene to protect any student who is being bullied unless it would be unsafe to do so
- Report to a member of staff any witness or suspected instances of bullying as soon as they are able to do so, and to dispel any climate of secrecy, thus helping to prevent any other instances.
- Never choose violence as a way retaliating against bullying behaviour

Anyone who finds themselves victims of bullying should never be afraid to speak out and put an end to their own suffering and that of other potential targets.

Treasure House (London) CIC

The Responsibilities of Parents

We ask our parents to support their children by; -

- Watching for any signs of distress or unusual behaviour in their children, which might be evidence of bullying
- Advising their children to report bullying to staff at Treasure House and discussing the implications of bullying being allowed to continue
- Advising their children against any violent retaliation in response to bullying
- Keep a written record of any reported instances of bullying
- Informing the directors of Treasure House of any suspected bullying
- Co-operating with the management of Treasure House in trying to find out the truth, if their children are accused of bullying, and supporting the management of Treasure House in discussing the implications of bullying for both the victim and perpetrator.

Procedures for dealing with any incidences of bullying behaviour

It is important to Treasure House that we address any issues of bullying behaviour as much with the victim as with the perpetrator.

We believe that all of our students, by virtue of their vulnerability need to develop strategies for dealing with bullying behaviour. We are committed to working on an ongoing basis to develop our students' self-esteem, sense of personal effectiveness and as viable citizens.

In accordance with our Behaviour Policy, any reported incident will be investigated thoroughly.

- Should an exclusion be necessary, parents will be informed, both by letter and verbally, that this needs to happen and why
- Statements will be taken from all students involved to ascertain the truth of the matter
- Appropriate sanctions will be applied in order to ensure that the perpetrator understands the seriousness of the incident/s (see our behaviour policy).
- Appropriate steps will be taken to ensure that the victim feels that the matter has been dealt with and that they are able to go about their daily tasks without further fear of bullying.

Any concerns will trigger a whole-school session on how to deal with bullying and what can be done to improve the safety and wellbeing of students. We recognise that young people who have bullied others may have themselves been bullied and our students must support them to find alternative ways of dealing with their feelings. We also offer assertiveness training for our students, in order to combat aggression.

Continuous Development of Staff

Regular training will be offered to all staff regarding this policy, at INSET days, particular in the area of misuse of technology, or E-Bullying.

Treasure House (London) CIC

Monitoring and Review

This policy was last reviewed in January 2017 and will be reviewed every three years or as changes in legislation dictate.

Signed
Helen Webb
Director

Signed
Naomi Long-Srikrotriam
Director