



ST DAVID'S CENTRE



BULLYING, RACISM AND SEXUAL HARASSMENT (BRASH) POLICY

Version 0.01

Date: May 2013

Statement of Intent

At the St David's Centre we are committed to providing a caring, friendly and safe environment for our students and staff so they can learn and work in a relaxed and secure atmosphere. We believe that every member of the Centre's community has the right to be treated with respect. Bullying of any kind is unacceptable. If bullying does occur, all students and adults should be able to discuss and know that incidents will be dealt with promptly and effectively. The St David's Centre is a 'telling' centre, which means that anyone who knows that bullying is happening should share this information with staff. People who are bullying will be supported to learn different ways of behaving.

What is bullying?

Bullying is the use of aggression with the intention of harming another person. Bullying results in pain and distress. Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (hiding books, threatening gestures)
Physical	Pushing, kicking, hitting, punching or any use of violence
Racist	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focussing on, the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of Internet, such as e-mail & Internet chat room misuse (e.g. Facebook), mobile threats by text messaging & calls, misuse of associated technology such as camera and video facilities

Objectives of this policy

Staff and students at the St David's Centre should:

- Have an understanding of what bullying is.
- Know the Centre's policy on bullying and follow it when incidents of bullying are reported.
- Assure the person affected by bullying that they will be supported when bullying is reported.

The Equality Act 2010

Under the Public Sector Equality Duty, The St David's Centre actively seeks to eliminate discrimination, harassment and victimisation of any student who has a protected characteristic. These protected characteristics include:

- Disability.
- Gender re-assignment.
- Pregnancy and maternity.
- Race: this includes ethnic or national backgrounds, colour or nationality.
- Religion or beliefs; this includes lack of belief.
- Sex (also frequently referred to as gender).
- Sexual orientation.
- Socio-economic circumstances.

Issues of bullying between one student and another are not within the scope of the Equality Act. However, all forms of prejudice-motivated bullying are taken seriously and dealt with equally and firmly.

Signs and symptoms

Signs of bullying may include any of the examples below:

- Showing concern about coming to the Centre.
- Becoming withdrawn, anxious or lacking in confidence.
- Having difficulties sleeping.
- Being overly aggressive in a group situation.

These signs and behaviours could indicate other problems but bullying should be considered a possibility and should be investigated by the student's mentor.

The St David's Centre's Procedures

How staff will respond to reports of bullying:

Mentors will respond to their student's concerns about bullying.

Let the student know that you are prepared to give time to listen.

Arrange a mentoring session to discuss the student's concerns.

Use the Restorative Justice question format:

1. *What happened?*
2. *What were you thinking?*
3. *How were you feeling?*
4. *What do you think has been affected?*
5. *What do you need to happen now?*

Complete a statement with the student.

Inform the student that the incident will be recorded on the school's BRASH system.

Inform parents/carers that the incident has been logged and is being investigated.

The Headteacher will investigate. Meeting to be held with the accused and path of action decided: use of Restorative Justice with accused; meeting with perpetrator & parents/carers; logging of bullying incident with the local authority and logged on accused's file.

In the case of serious incidents, a fixed term exclusion, or even permanent exclusion, may be considered.

In the case of criminal behaviour, the Centre will work with the police to agree the best course of action.

Letter to parents/ carers of victim to let them know of school actions.

If parents are not satisfied with the Centre's response they can request a meeting with the Executive Headteacher (Oremi Evans) and a representative from the Local Authority.

Follow-up meeting between the student and mentor to ensure that incidents of bullying are not recurring.

Curriculum

Bullying behaviours are addressed directly through the Centre's PSHE curriculum. The St David's Centre promotes Values in all aspects of Centre life. Half-termly focus on specific values ensures that a culture of respect and safety is nurtured.

Student views on feeling safe are gathered termly through mentoring meetings. Senior staff analyse responses from student questionnaires to address any concerns that may constitute bullying.

Safeguarding

All staff at The St David's Centre understand that there is a close link between bullying and being safe. All staff receive safeguarding training level 2 or 3 as appropriate and all senior staff receive Level 5 training. All staff are familiar with the Levels of Need thresholds and Information Sharing protocols. All staff are aware of the process for sharing concerns with the Centre's Designated Manager of Safeguarding/Deputy Designated Manager of Safeguarding. Weekly whole-staff meetings ensure that safeguarding concerns are addressed swiftly. The Centre staff work closely with multi-agencies to ensure that students are safe outside of school.

Head teacher

Management Committee

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Date

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The policy is next due for review by 31st May 2014.