



Dacorum Education
Support Centre

Anti-Bullying Policy and Guidance

DESC values the mental health and wellbeing of every member of its community.

Our policies reflect the core values of respect and support for each other in every aspect of life. Our aim is that all in our community, through working together, to feel safe and secure in an environment, which enables and equips every individual to thrive and be respectful of each other strengths and differences.

Dacorum Education Support Centre (DESC)

Every learner at DESC has the right to learn in an appropriate and safe atmosphere. Abuse of any kind is unacceptable. Positive action is needed from all responsible adults. We are committed to the view that everyone is part of our community and we have a shared responsibility to ensure that bullying is unacceptable and not tolerated. Each member of staff and learner are equal and should be treated with respect. We take all instances of bullying seriously and it is our duty as a community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole DESC community.

Definition of Bullying:

Bullying is acting in a systematic, on-going deliberately hurtful way and involves an imbalance of power. It can leave learners hurt, distressed or frightened.

Forms of Bullying:

- **Physical:** The use of any violence.
- **Emotional:** Tormenting, excluding or threatening.
- **Verbal:** Teasing, spreading rumours, sarcastic comments, name calling.
- **Psychological:** Deliberately excluding or ignoring people.
- **Cyber:** Use of internet, social media, email, threats by text.
- **Sexual:** Unwanted or inappropriate contact or comments.
- **Direct control:** “you can’t be my friend unless...”

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender Identity (Transphobic bullying)
- Special Educational Needs or Disability

Derogatory or Offensive Language:

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take on any of the forms of bullying listed above and will be appropriately challenged and sanctioned.

Prejudice-based Incident:

A Prejudice-based incident is a one off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. These are taken seriously and those involved will be sanctioned in line with our Behaviour Guide.

Reporting an Incident:

All members of the DESC community; staff, learners, parents and carers, have a responsibility to look out for potential signs of bullying and report it to the relevant staff. DESC has a clear and concise system of dealing with issues raised by parents, carers or learners. The Link Mentor should be contacted initially, followed by a member of the SLT if the issue is still unresolved. However, if a satisfactory solution has not been provided, DESC has a formal complaints procedure, the details of which are available from the DESC website.

Dealing with an Incident:

The staff and the Management Committee take reports of bullying seriously. The Centre will discuss with all parties the appropriate resolution to any issue that is raised. Whenever possible all parties will be reconciled. Each case will be monitored to ensure that the inappropriate behaviour(s) has stopped.

Helpful organisations

- **Childline 24hr 0800 1111** www.childline.org.uk
- **Family Lives 0808 800 2222** www.familylives.org.uk
- **Advisory Centre for Education 0207 354 8321**
- **Youth Access 0300 011 5142** www.ace-ed.org.uk
- **Bullying UK 0808 800 2222** www.bullying.co.uk
- **Anti- Bullying Alliance** www.anti-bullyingalliance.org.uk
- **NSPCC** www.nspcc.org.uk
- **Children's Legal Centre 0808 802 0008** www.childrenslegalcentre.com