

Pippa's Guardians Anti-Bullying (Including Cyberbullying) Policy

Policy Overview

This policy applies to all employees, directors, host families, volunteers, contractors and anyone acting on behalf of Pippa's Guardians.

It's purpose is to ensure that everyone working with or for Pippa's Guardians understands how to prevent, identify, report and respond appropriately to bullying, including cyberbullying.

The policy also outlines the support available to students who experience bullying and the procedures for managing concerns.

This policy should be read alongside the following Pippa's Guardians policies:

- Safeguarding and Child Protection Policy
- Online Safety Policy
- Whistleblowing Policy

Age appropriate information about recognising bullying, staying safe online and accessing support is provided to all students through the Student Handbook, which is issued to them upon their arrival in the UK.

Pippa's Guardians recognises that bullying can cause significant emotional, psychological and physical harm and can have lasting effects on a young person's wellbeing, education and development. We are committed to creating an environment in which every student feels safe, respected and supported.

We believe that all children, regardless of their age, disability, race, religion or belief, sex, sexual orientation, gender reassignment or any other protected characteristic have the right to be protected from bullying, discrimination and harassment. We recognise our responsibilities under the Equality Act 2010 to promote equality and safeguard children from harm.

Everyone working with Pippa's Guardians has a responsibility to help prevent bullying and to take all concerns seriously.

What is Bullying?

Bullying is unwanted behaviour by an individual or group that is intended to, or has the effect of, hurting, intimidating, humiliating or isolating another person. Bullying is usually repeated over time. However, a single serious incident may also constitute bullying if it causes significant harm or has a lasting impact on the victim.

Bullying may occur:

- Face to face
- within school or host family accommodation
- at school
- during activities or when travelling
- online through social media, messaging services, gaming platforms or other digital technologies.

Bullying can affect anyone and may involve children or adults. Some bullying behaviour may also constitute child on child abuse and this should be managed in accordance with the Pippa's Guardians Safeguarding and Child Protection Policy.

Bullying may also be motivated by prejudice or discrimination relating to:

- race or ethnicity
- religion or belief
- disability
- sex
- sexual orientation
- gender reassignment
- special educational needs
- appearance
- nationality, language or cultures

Types of Bullying

Bullying can take many forms and may involve one or more of the following behaviours.

Verbal bullying

- name calling or insults
- threats
- offensive language
- mocking or humiliating comments.

Physical bullying

- hitting
- kicking

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- pushing
- damaging belongings
- physical intimidation or assault.

Emotional or psychological bullying

- excluding someone from friendships or activities
- intimidation
- spreading rumours
- manipulation
- deliberate humiliation
- coercive behaviour.

Prejudice based bullying

Bullying motivated by prejudice relating to a protected characteristic or another aspect of a person's identity.

Cyberbullying

Bullying carried out using technology, including social media, messaging apps, gaming platforms, websites, email or mobile phones.

Effects of Bullying

Bullying can have serious consequences for a young person's wellbeing and may result in:

- anxiety
- low mood or depression
- low self-esteem
- social isolation
- poor attendance at school
- reduced academic performance
- sleep difficulties
- self-harm
- suicidal thoughts or behaviours.

Any concern relating to self-harm or suicidal thoughts must be treated as a safeguarding concern and reported immediately.

Cyberbullying

Cyberbullying is bullying that takes place using digital technology. It can happen at any time and may continue outside school hours, making it difficult for young people to escape its effects.

Cyberbullying should always be treated with the same seriousness as face-to-face bullying.

Examples include:

- sending threatening or abusive messages
- sharing embarrassing photographs or videos
- creating fake accounts
- impersonating another person online
- deliberately excluding someone from online groups or games
- spreading rumours online
- encouraging self-harm
- posting abusive comments or "trolling"
- sharing or requesting nude or semi-nude images or videos
- pressuring young people into sexual conversations or image sharing.

Where cyberbullying involves the sharing of nude or semi-nude images or videos, the incident will also be managed in accordance with the Pippa's Guardians Safeguarding and Child Protection Policy and Online Safety Policy, following current UK Council for Internet Safety (UKCIS) guidance.

Possible Signs of Bullying or Online Abuse

Students experiencing bullying may:

- become withdrawn or anxious
- appear upset after using the internet or their mobile phone
- become secretive about online activity
- avoid school or social situations
- lose confidence
- experience changes in friendships
- spend significantly more or less time online
- display changes in sleep or appetite

- have unexplained injuries
- demonstrate changes in behaviour or mood
- engage in self-harm or express suicidal thoughts.

These signs do not necessarily indicate bullying but should always be taken seriously.

Prevention

Pippa's Guardians seeks to prevent bullying by:

- promoting respectful and inclusive relationships
- ensuring students know how to seek help
- providing safeguarding training for staff, volunteers and host families.
- promoting online safety
- encouraging early reporting of concerns
- working closely with schools, parents and host families
- maintaining a culture where bullying is never ignored.

Online Safety

We encourage all staff, host families and parents to access the [NSPCC's online safety guidance](#) to help young people use the internet safely and responsibly.

Host families are expected to take reasonable steps to reduce students' exposure to harmful online content by:

- using appropriate parental controls where suitable
- enabling filtering and monitoring systems where reasonably practicable
- encouraging safe and responsible online behaviour.

Supporting Students

Pippa's Guardians is committed to supporting any student who experiences bullying.

Support will be tailored to the student's individual needs and may include:

- listening carefully to the student
- reassuring them that their concerns are taken seriously
- working closely with parents, schools and host families
- agreeing appropriate safeguarding measures
- monitoring the student's wellbeing

- reviewing the effectiveness of any support provided
- helping rebuild confidence and resilience.

Where appropriate, restorative approaches and educational interventions may be considered alongside any disciplinary or safeguarding measures.

If a Pippa's Guardians student is alleged to have bullied another person, we will work closely with the school, parents and all relevant parties to achieve a safe and positive outcome for everyone involved.

Reporting and Responding to Bullying

Anyone receiving a disclosure or concern regarding bullying should:

- listen carefully without making promises of confidentiality
- reassure the student that they have done the right thing by speaking up
- record the concern accurately
- report the concern immediately to the Designated Safeguarding Lead (DSL) using the Safeguarding Concern form.

Designated Safeguarding Lead

Rose Vigers-Belgeonne

Telephone: 07731 997732

Email: safeguarding@pippasguardians.co.uk

or, in her absence,

Deputy Designated Safeguarding Lead

Michelle Edwards

Telephone: 07802 421472

Email: safeguarding@pippasguardians.co.uk

The DSL will liaise with the Designated Safeguarding Lead at the student's school and agree any safeguarding actions required.

The student's wellbeing will continue to be monitored until the matter has been satisfactorily resolved.

Police Involvement

The Designated Safeguarding Lead will consider whether the police should be contacted where:

- a criminal offence may have been committed
- there is an immediate risk of significant harm
- advice from the police would assist safeguarding decisions
- safeguarding procedures indicate police involvement is appropriate.

Where there is an immediate danger to a child or another person, emergency services should be contacted immediately by dialling **999**.

Where there is no immediate danger, but police advice or investigation is required, **101** should be used.

Protecting the safety of the child must always take priority over internal reporting procedures.

Host Family Concerns

If an allegation of bullying involves a member of a host family or another student placed within that accommodation, Pippa's Guardians will investigate the concern promptly.

Where necessary, alternative accommodation will be arranged and the suitability of the placement will be reviewed.

Recording and Confidentiality

All bullying concerns, actions taken and outcomes will be recorded securely on the student's safeguarding record.

Records will be managed confidentially in accordance with:

- UK GDPR
- the Data Protection Act 2018
- the Pippa's Guardians Data Protection Policy.

Information will only be shared with those who need to know in order to safeguard the child.

Monitoring

The Designated Safeguarding Lead will monitor reported incidents to:

- identify any patterns or trends
- evaluate the effectiveness of interventions

- ensure students continue to receive appropriate support
- identify any improvements required to policies or procedures.

Related Legislation and Guidance

This policy has been developed with reference to:

- Children Act 1989
- Children Act 2004
- Equality Act 2010
- Data Protection Act 2018
- UK General Data Protection Regulation (UK GDPR)
- Keeping Children Safe in Education (current edition)
- Working Together to Safeguard Children (2023)
- UK Council for Internet Safety (UKCIS) guidance on Sharing Nudes and Semi-Nudes
- NSPCC guidance on Bullying and Online Safety.

Policy Information	
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Approved By:	Pippa's Guardians Senior Leadership Team