



Dorset Pathways Anti Bullying Policy

Objectives and Principles

At Dorset Pathways, we are committed to fostering a safe and nurturing environment for all children and young people, where bullying is not tolerated in any form. Our aim is to prevent bullying by creating an ethos that promotes respect, empathy, and inclusivity. This policy is designed to ensure a consistent approach to addressing bullying incidents and to raise awareness among all stakeholders about our stance against bullying. We strive to ensure that everyone associated with Dorset Pathways is aware of their responsibilities in preventing and addressing bullying within our setting.

Dorset Pathways:

- Regularly discusses, evaluates, and revises our Anti-Bullying Policy to ensure its relevance and effectiveness.
- Provides guidance and support to staff in promoting positive relationships and effectively addressing bullying.
- Ensures that children and young people understand that their concerns about bullying will be handled sensitively and efficiently. We aim to create an environment where all young individuals feel secure to learn and adhere to the principles of the anti-bullying policy.
- Keeps parents/carers informed about bullying concerns and promptly addresses complaints. In turn, parents/carers collaborate with Dorset Pathways to uphold the anti-bullying policy.
- Seeks knowledge from best practices and support resources, including the Local Authority and relevant organizations, to enhance our anti-bullying efforts.

Defining Bullying

Bullying is a subjective experience that can manifest in various forms. Numerous definitions of bullying share common elements that reflect the experiences of children and young people. These shared elements include:

- Deliberately hurtful behaviour
- Recurrence over time
- Imbalance of power, making it difficult for victims to defend themselves



Forms of Bullying

Bullying can take on different forms, each impacting children and young people in distinct ways:

- Physical / Direct - Involves physical harm, coercion, or damage to belongings.
- Verbal – Encompasses hurtful teasing, insults, and offensive comments.
- Indirect – Involves exclusion, gossip, or stories aimed at undermining others.
- Electronic / 'Cyberbullying' – Occurs through digital means, such as text messages, social media, or online content.

Recognizing Vulnerabilities

Dorset Pathways acknowledges that certain children and young people may be more vulnerable to bullying due to specific factors. These include:

- Bullying related to race, religion, or culture
- Bullying related to special educational needs or disabilities
- Bullying based on perceived ability
- Bullying related to appearance, health conditions, or sexual orientation
- Bullying of young carers or those with challenging home circumstances
- Sexist, sexual, or transphobic bullying
- Derogatory language targeting various attributes

Roles in Bullying Situations

In the context of bullying, various roles can emerge:

- Ring-leader – Initiates bullying and holds power over others
- Assistants/associates – Participate in bullying under influence or fear
- Reinforcers – Provide positive feedback to bullies
- Outsiders/bystanders – Remain passive or silent, unintentionally condoning bullying
- Defenders – Intervene to stop bullying or support victims

Taking Responsibility and Intervention

Children and young people are encouraged to take responsibility for their behaviour and act to prevent and support those affected by bullying. Research highlights the effectiveness of peer intervention in stopping bullying within seconds. Dorset Pathways promotes bystander involvement and encourages reporting and support.

Prevention, Identification, and Response

We are committed to:



- Collaborating with staff and external partners to identify and address prejudice-driven bullying.
- Nurturing social and emotional skills in children and young people, enhancing resilience.
- Exploring diverse methods to address bullying, such as conversations, videos, and peer support.
- Providing comprehensive training for all staff to identify and respond to bullying in line with policy and procedures.
- Establishing safe spaces for vulnerable children and young people.

Engagement of Children and Young People

We ensure that children and young people:

- Feel confident and empowered to express concerns about bullying.
- Understand the potential consequences for those engaging in bullying.
- Engage in anti-bullying activities within the setting.
- Receive appropriate support if they experience bullying.
- Collaborate with us to address their concerns.

Reporting Bullying

Children and young people can report any form of bullying directly to our learning mentors. This will be done in a safe and confidential environment, giving the children and young people the opportunity to express themselves. On occasions some children and young people struggle to speak face to face with staff, to report a concern of bullying. To remove this barrier, we have Concern Boxes at Dorset Pathways to allow the children and young people the opportunity to highlight their concern on paper and post it in our concerns box. This box is emptied weekly, and concerns are dealt with promptly. All concerns are confidential unless the information being communicated identifies that someone is at risk of harm. This is explained during our daily safety briefings and at regular points over the academic year.

Involvement of Parents and Carers

We will:

- Provide parents/carers with contact information to address bullying concerns.
- Educate parents/carers about our complaints procedure.
- Maintain an atmosphere where parents/carers feel confident addressing bullying concerns.

Roles and Responsibilities



To ensure a bully-free environment:

- Directors lead policy monitoring and review.
- Directors and staff implement the policy consistently.
- The Operations Director communicates the policy to the community.
- Children and young people adhere to the policy.

Oversight Committee's Contribution

The Oversight Committee supports the Directors in eradicating bullying. They oversee incidents, policy effectiveness, and prompt investigation upon parental request.

Directors' Responsibility

Directors implement anti-bullying strategy, ensure staff awareness, and assess policy effectiveness. They promote understanding and prevention of bullying among children and young people.

Learning Mentors' Role

Mentors prevent bullying, provide support, and maintain records. They intervene, engage parents/carers, and collaborate with the Admissions and Engagement Manager when necessary.

Staff Training and Prevention

Staff receive training to manage bullying. They foster trust and respect, striving to prevent bullying through positive reinforcement and support.

Continuous Monitoring and Review

Our policy is constantly monitored by staff, with oversight from Directors and the Oversight Committee. The policy's efficacy is assessed annually through data analysis and discussions.

This anti-bullying policy is the Directors' responsibility, and they review its effectiveness annually. They do this by examining the incidents reported through our safeguarding channels and by discussion with the Operations Director. Directors analyse information regarding gender, age and ethnic background of all children and young people involved in bullying incidents.

Authored : Directors

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