

Anti-Bullying Policy for Illuminate Care Group Children's Homes

Policy Name: Anti-Bullying Policy

Policy Date: 2025

Review Date: 2026

Policy Lead: Manager

1. Introduction

At **Illuminate Care** we are committed to creating a safe, supportive, and inclusive environment where all children feel valued and respected. Bullying in any form is not tolerated in our home, and we take a proactive approach to preventing and addressing bullying behaviours. Our aim is to foster a culture where kindness, empathy, and respect are at the core of all interactions.

This policy outlines our approach to preventing bullying, responding to incidents, and supporting children affected by bullying. Our anti-bullying efforts are guided by our **T.R.I.B.E.** ethos—**Trust, Respect, Impact, Belonging, and Enable**—and are designed to ensure that every child feels safe, included, and empowered.

2. Aims of the Anti-Bullying Policy

The aims of this policy are to:

- Prevent bullying behaviours through a positive school culture of respect, empathy, and inclusivity.
- Ensure that children, staff, and parents understand what bullying is, how it can be reported, and how it will be addressed.
- Respond promptly and effectively to all reports of bullying, providing support to both the victim and the perpetrator.
- Encourage a restorative approach to resolving conflicts and repairing relationships.
- Ensure that all children in the home are involved in creating a bullying-free environment.

3. Definition of Bullying

Bullying is defined as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms, including:

- **Physical bullying:** Hitting, kicking, pushing, or any other form of physical aggression.
- **Verbal bullying:** Name-calling, insults, teasing, or threats.
- **Emotional bullying:** Excluding someone from a group, spreading rumours, or deliberately making someone feel uncomfortable or isolated.
- **Cyberbullying:** Using digital platforms (e.g., social media, text messages, or online games) to threaten, harass, or humiliate others.
- **Prejudiced-based bullying:** Bullying that targets individuals based on their race, gender, sexual orientation, religion, disability, or other personal characteristics.

Bullying differs from ordinary conflicts or disagreements between peers, as it involves an imbalance of power and is intended to cause harm or distress.

4. Preventing Bullying

In our home we believe that prevention is key to tackling bullying. Our proactive approach includes the following strategies:

Promoting Positive Relationships

- **The T.R.I.B.E. Ethos:** We embed the values of Trust, Respect, Impact, Belonging, and Enable in all aspects of school life, creating a culture of mutual respect and understanding.
- **Life Skills Education:** We teach children about empathy, emotional regulation, and conflict resolution, equipping them with the tools to build healthy relationships.
- **Staff Training**
 - All staff receive training on identifying and addressing bullying behaviours, with an emphasis on trauma-informed approaches and the use of **Therapeutic Crisis Intervention (TCI)** to de-escalate situations and support children in distress.
 - Staff are trained to recognise the signs of bullying, even when it is not overt, and to intervene early to prevent escalation.

Involving children

- **Children's Voice:** We actively involve children in anti-bullying conversations, encouraging them to take a stand against bullying and act as role models for their peers.

Parental Involvement

- We engage parents and carers by keeping them informed of our anti-bullying policies and practices and by providing guidance on how they can support their children in preventing and responding to bullying.

5. Reporting Bullying

It is essential that all children feel empowered to report bullying and that they know the steps to take if they witness or experience bullying.

How to Report Bullying

- **Children:** Children can report bullying to any adult in the home. They can also use our confidential reporting system, such as an anonymous reporting box or online form, if they feel more comfortable doing so.
- **Parents/Carers:** Parents can report concerns about bullying by contacting the home directly.
- **Staff:** All staff are expected to act promptly when they become aware of any bullying incidents, either by reporting the concern themselves or supporting the child to do so.

6. Responding to Bullying

When bullying is reported, we are committed to taking swift and effective action to address the issue, support the victim, and work with the perpetrator to change their behaviour.

Immediate Response

- **Investigating the Incident:** All reports of bullying will be investigated promptly and thoroughly by adults trained in handling such situations. The investigation will involve speaking with the victim, the perpetrator, and any witnesses.

- **Support for the Victim:** The victim will receive immediate emotional support, ensuring that they feel safe and reassured. A designated adult will be assigned to provide ongoing support and monitor their well-being.
- **Action Taken with the Perpetrator:** The perpetrator will be spoken to about their behaviour and its impact on others. Consequences will be proportionate to the severity of the incident and may include a restorative conversation, loss of privileges.

Restorative Approaches

- Where appropriate, we use restorative approaches to help both the victim and perpetrator understand the impact of the bullying, repair harm, and restore relationships. This process is facilitated by trained adults and focuses on conflict resolution and personal accountability.

Consequences for Bullying

Consequences for bullying are designed to address the behaviour while supporting the perpetrator to change. These may include:

- **Restorative Actions:** The perpetrator may be required to participate in actions that repair harm, such as apologising, making amends, or contributing positively to the home.
- **Behaviour Plans:** For children involved in repeated bullying, an individual behaviour plan will be put in place, with specific strategies to support them in changing their behaviour.

7. Supporting All Children

Within our home we recognise that both the victim and the perpetrator of bullying need support to move forward. We offer the following interventions:

Support for the Victim

- **Emotional Support:** The victim will have access to therapeutic support, such as counselling and the adults will use **Therapeutic Crisis Intervention (TCI)**, to help them process the experience and rebuild confidence.
- **Safety Plans:** A safety plan may be developed for the victim to ensure they feel secure and supported in the home.

Support for the Perpetrator

- **Behavioural Support:** The perpetrator will be given opportunities to reflect on their behaviour and understand the impact of their actions. Support may include mentoring, behaviour coaching, and emotional regulation strategies.
- **Restorative Conversations:** The perpetrator will be encouraged to engage in restorative conversations, helping them take responsibility for their actions and work toward positive change.

8. Monitoring and Reviewing

We regularly monitor the effectiveness of our anti-bullying policy and procedures through:

- **Incident Logs:** All reports of bullying are recorded, and patterns of behaviour are analysed to identify any trends or recurring issues.
- **Feedback:** We seek feedback from children and parents about how safe they feel in the home and whether they feel supported in addressing bullying.
- **Annual Policy Review:** This policy is reviewed annually by the Senior Leadership Team (SLT) to ensure it remains effective and responsive to the needs of our children.

9. Conclusion

In our home we are committed to creating an environment where bullying is not tolerated, and every child feels safe, respected, and valued. Through education, empathy, and restorative practices, we aim to prevent bullying and ensure that all children have the opportunity to thrive in a supportive and inclusive home environment.

Policy Review Record

Document Title:	E001 Anti bullying policy
Policy Owner:	Illuminate care group
Date Created:	07/10/2024
Last Reviewed:	07/10/2025
Reviewed By:	[Nat Masters / Head of Education and Supported Accommodation]
Next Review Due:	07/10/2026
Last Updated:	07/10/2024
Version:	v1.0
Notes / Changes Made:	Reviewed no update needed