



# Preventing bullying

Hesley Group has a **zero tolerance** approach to bullying.

## Preventing and Tackling Bullying at Fullerton House and Wilsic Hall Schools – Information for Parents.

Hesley Group has a **zero tolerance** approach to bullying. All schools have legal responsibilities to work to prevent and tackle bullying. We have a clear policy and procedures to support our ethos and this duty. This policy extends across the school's education and care service and applies to all our staff.

### What is bullying?

Bullying is 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 (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has some caring responsibilities.

It might be motivated by actual differences, or by perceived differences between children. Stopping violence and ensuring immediate physical safety is obviously the first priority but emotional bullying can be more damaging than physical bullying.

Teachers and schools, children's homes managers and care/support staff have to make their own judgements about each specific case.

The children and young people in the care of Fullerton House and Wilsic Hall Schools may be more susceptible and vulnerable to bullying behaviour than other people because of the nature of their complex needs.

### Cyber-bullying

The rapid development of, and widespread access to, technology has provided a new medium for bullies. 'Virtual' bullying can occur in or outside school. Cyber-bullying can happen 24/7, with a potentially bigger audience, and more accessories as people forward on content at a click.

## Preventing bullying

Fullerton House and Wilsic Hall Schools aim for a proactive approach to prevention of bullying. This should not start at the point when a child has been bullied, but work should be undertaken to prevent this from happening. We expect our staff to be vigilant and collect information on issues that may, if ignored, lead to bullying taking place. This applies whether your child is in school, in their accommodation, on line, or is participating in activities off site.

Children at Fullerton House and Wilsic Hall Schools will receive education and care that is appropriate to their understanding in relation to difference and people's diverse cultures and needs with the aim of helping develop an understanding of others.

Any lack of capacity on the part of a child to understand the impact of their own behaviour may present some challenges to the service, but should not prevent the development of an ethos of respect for others, or the need to identify situations that need addressing to prevent or manage bullying behaviour.

All Fullerton House and Wilsic Hall staff working with children, in or out of school, are expected to demonstrate respect and value for others throughout their working practices to model and help create an ethos of good behaviour across our services. This is important in reducing the risk of bullying.

Our staff all receive training in relation to understanding bullying and discrimination.

Our staff are expected to be fully aware of the absolute duty to report immediately instances or suspicions of bullying without exception, to consider the needs of the person being bullied and those of the child or young person who is engaging in bullying behaviour.

## What to do if you suspect your son or daughter is being bullied?

You should contact the Head Teacher for the school or the Care Services Manager in the first instance.

If you remain concerned or dissatisfied that your concerns are not being dealt with, you may contact Hesley Group's Operations Director Sue McLean or Head of Quality and Policy Janet Poulain on **01302 866906**.

## Contact Details

### **Wilsic Hall School - 01302 856382**

Geoff Turner – Head

Debbie Smith – Care Services Manager

Caroline Tills – Head of Education

### **Fullerton House School – 01709 861663**

Michael Cavan – General Manager

Ian Oliver – Care Services Manager

Michael Walsh – Head of Education