
Anti-Bullying Policy

Purpose of Policy

To strive to have Knoxbrooke free from bullying.

Definitions

Policy

To ensure that if a participant feels they have been bullied, that they are encouraged to report this to Knoxbrooke staff.

Knoxbrooke staff have a responsibility to document each occurrence of claimed or witnessed bullying in a bullying register.

Knoxbrooke has a responsibility to investigate continued and frequent occurrences of bullying which are both claimed by the participant and/or witnessed by staff.

Knoxbrooke has the responsibility to follow up with a participant that is the victim of bullying by providing them with defusing supports as the result of the after effects of episodes of bullying. Knoxbrooke will also offer to arrange for the person to access advocacy supports where requested or deemed appropriate.

Knoxbrooke has the responsibility to notify the relevant carers or family members where the victim of bullying has been affected by repeated bullying episodes.

Knoxbrooke also has a responsibility to participants who engage in bullying others to support, explain, educate and help them to stop this inappropriate behaviour towards others. Participant's carers may be also involved in this process where applicable.

Anti-Bullying Procedure

- Procedure**
1. If participants feel they have been bullied at Knoxbrooke, they must report this to Knoxbrooke staff immediately.
 2. Knoxbrooke staff must document each occurrence of claimed or witnessed bullying in the bullying register located in the staff office.
 3. Knoxbrooke must investigate continued and frequent occurrences of bullying which are both claimed by the participant and/or witnessed by staff.
 4. Knoxbrooke must follow up with a participant that is the victim of bullying by providing them with defusing supports as the result of the after effects of episodes of bullying. This could include helping the person to access advocacy supports where requested or deemed appropriate.
 5. Knoxbrooke will notify the relevant carers or family members where the victim of bullying has been affected by repeated bullying episodes.
 6. Knoxbrooke will support, explain, educate and help participants who engage in bullying others, with the aim to stop them engaging in this inappropriate behaviour. Knoxbrooke may involve participant's carers in this process if required to reinforce the appropriate behaviours away from Knoxbrooke too.
 7. Knoxbrooke may develop or review an individual's behaviour support plan to include anti-bullying strategies for the person engaging in bullying others.
 8. Knoxbrooke may also develop other communication support resources for the person who is engaging in bullying such as social stories.