

## Preventing Bullying in Mental Health Settings

Inmind Reference:	CLN03
Category:	Clinical Policy
Version Number:	V2.0
Reviewed on:	August 2018
Next review date:	August 2020
Lead Officer:	Director of Nursing
Equality Impact Assessment completed:	Yes

### Applicable Legislation/Regulations:

Mind.org.co.uk  
 Royal college of psychiatry  
 Anti-bullyingalliance.org.uk

### Codes of Practice:

Mental Health Act  
 MHA Code of Practice

### Purpose:

Preventing and responding to bullying in a Mental Health setting.

### Version Control Table

Date Ratified	Version Number	Status
13/08/2018	V2.0	Live

Date	Key Revision
13/08/2018	Converted onto new policy template

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## Equality Impact Assessment for this policy

Protected Characteristic (domain)	Area of conflict	Resolution
Age	Nil	N/A
Disability	Nil	N/A
Gender Reassignment	Nil	N/A
Pregnancy & Maternity	Nil	N/A
Race	Nil	N/A
Religion or Belief	Nil	N/A
Sex	Nil	N/A
Sexual Orientation	Nil	N/A
Marriage and Civil Partnership	Nil	N/A

All relevant persons are required to comply with this policy and must demonstrate sensitivity and competence in relation to diversity in race, faith, age, gender, disability and sexual orientation. If you feel you are disadvantaged by this policy, please contact the Registered Manager and the service will actively respond to the enquiry.

### **Introduction**

Staff and staff members include Inmind consultants, employees, bank workers and volunteers.

Inmind is committed to promoting the safety of the people who use our services. We are committed to providing a caring, friendly and safe environment so service users can take part in activities in a relaxed and secure atmosphere.

Therefore, the purpose of this policy is to provide our staff, service users and their parents and carers with clear information about Inmind 's commitment to prevent and respond to bullying.

Reference should be made to Inmind 's other policies and procedures, particularly those which deal with safeguarding children and vulnerable adults, health and safety and making complaints.

### **Scope**

This policy covers the bullying of a service user by another service user(s). Allegations of bullying of service users by Inmind staff or any person unknown to Inmind will be covered under Inmind's policies which deal with safeguarding children and vulnerable adults.

### **Statement**

Inmind is committed to the following:

- Every person has a right to an environment where safety, security, praise, recognition and opportunity to participate is common place
- There is respect for individuals' feelings and views
- Everyone is important and that our differences make us unique
- We show appreciation of others by acknowledging individual qualities, contributions and progress

Inmind will not accept or condone any form of bullying. All forms of bullying will be addressed

### **Definition**

'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally' (Preventing and Tackling Bullying, DOH 2017)

Examples of bullying can be:

#### **Physical:**

Pushing, kicking, hitting, any use of violence, low level but persistent disruption or intrusion (e.g. invading person space, making noises that are known to disturb the other person), over-enthusiastic physical horseplay aimed at triggering a negative response from the other person

#### **Emotional:**

Unfriendly, being excluding

#### **Verbal:**

Name-calling, sarcasm, spreading rumours, offensive language, annoying or persistent banter.

#### **Motivated by prejudice:**

Racial taunts, graffiti, gestures, attacking someone's religion, sexual orientation, disability, family circumstances, triggered by a perceived difference between children

#### **Discriminatory:**

Homophobic, related to appearance or difference  
Cyber: Threats by text message, email, gaming or social media (which can include the use of images and video)

## **Signs & Symptoms**

A service user may indicate that they are being bullied by showing some of the signs and symptoms, below. It is important to note, however, that the presence of these is not proof that any bullying has occurred, nor does their absence mean that bullying has not occurred.

In this context, it is essential that staff remain alert, to unexplained changes in behaviour and should be concerned if the service user:

- does not want to attend our services and activities
- becomes withdrawn, anxious or lacking in confidence
- has possessions which are damaged or go missing
- has unexplained cuts or bruises
- seems too frightened to say what is wrong
- is afraid to use the internet or their mobile phone

## **Procedure for Responding to Bullying**

Inmind recognises that service users who are being bullied may not report the matter to staff. Therefore, staff will be alert to the signs and symptoms of bullying, through their safeguarding training. If an instance of bullying is suspected or reported, the following steps will be taken:

- The matter will be dealt with immediately by the member of staff, who will ensure the safety of all involved
- A clear account of the concern will be recorded on the incident recording system by the member of staff, and the Service Manager / Director will be notified
- The matter will be discussed with the relevant service user and/or their parent or responsible carer, as appropriate

Where it has been identified that bullying may have occurred, the person who has been bullied will be supported by Inmind staff by:

- offering them an opportunity to discuss the experience
- providing reassurance that any bullying will be addressed
- discussing the matter with the person, their parent or responsible carer

If it is established that bullying has occurred by another service user, we will discuss this with the person responsible and try to support the person to change their behaviour. Those who bully will be counselled and encouraged to stop bullying. The person carrying out bullying and may be moved to a different ward or different service where possible in order to prevent further access to the person they have been bullying and to protect that person. The outcome of the matter will depend on the circumstances.