



ANTI-BULLYING POLICY

Aims & Objectives

Our aim is to maintain an environment characterized by warmth, co-operation, respect and mutual support. Diversity is celebrated and everyone should flourish without fear. We aim to create an ethos of good behavior where we are all treated with respect. Bullying of any kind is always unacceptable and will not be tolerated.

This policy relates to bullying of pupils; staff should refer to the work place behaviours which are outlined in the staff handbook. All incidents relating to bullying should be treated as a child protection concern when there is reasonable cause to suspect that a child is suffering or likely to suffer from significant harm, staff should act in accordance with the safeguarding policy.

Introduction:

We take bullying to be a serious issue. Bullying can cause serious psychological damage. Bullying is covered by the following Acts: - The Protection from Harassment Act 1997, Malicious Communications Act 1988, Communications Act 2003 and the Public Order Act 1986. Whilst bullying is not a specific criminal offence if the Management believe that an offence may have been committed they may involve the assistance of the Police.

All pupils are made aware of the Anti-Bullying Policy and the behaviour expected. The policy is promoted as an ongoing concern. We encourage all pupils to think about the implications in Personal, Social and Learning for Life lessons. Our staff team reinforce values of respect for each other by setting a good example, we take an active approach to prevent bullying and to promote respect.

We understand that bullying can stem from many prejudices including: racial, religious, cultural, sexism and disability. It can also be associated with appearance, health conditions, educational needs.

Bullying can occur directly or through cyber technology and that safeguarding issues can manifest themselves via peer-to-peer abuse and is covered in our Safeguarding Policy.

What is bullying?

Bullying is classed as anti-social behavior, including physical intimidation, verbal harassment, verbal and non-verbal signals, abuse of power, threats, defamation of character, swearing, aggressive manipulation of relationships all of which have a deliberate intention to cause a victim to feel distressed, humiliated or socially isolated. Bullying is not always individuals and can often be extended to those supporting the individual displaying the inappropriate characteristics.

Bullying includes, but is not limited to:

- Any form of physical contact that intends to harm or cause distress
- Sexual or sexist harassment, racial, religious, cultural or homophobic abuse, derogatory reference to disability, educational needs, parental structure, name calling, teasing, insulting, threatening and swearing

- Any behavior that is deliberately unfriendly, for example: spreading rumors, intimidating glances or gestures
- Hiding, removing or damaging others property
- Taking property without permission
- Offensive telephone calls or text messages and emails
- Defamatory emails or other electronic communication including Whats App Chats etc
- Malicious reference to staff or young people on any social media platform or other technological platform (Cyber Bullying)

Prevention of Bullying

All of our team are trained on the Anti Bullying Policy and measures to prevent bullying include, but are not limited to:

- Discussions with Young People and the importance of avoiding prejudice based language
- The promotion and discussion of what constitutes healthy friendships and relationships
- Immediately addressing the issue when it arises
- Using techniques, including lesson plans to address issues
- Staff team patrolling areas where bullying may occur (low profile)
- Enforcing positive behavior messages and encouraging a collaborative ethos
- All of our staff undertake Safe Guarding training and regular refresher training

With our open approach and ethos, we encourage everyone to be able to speak openly. We do this by creating the right climate of being available, listening objectively and reassuring the Young Person that what they say is being taken seriously.

Procedures for staff

If a complaint about bullying is received, you should: -

- Listen to the person making the complaint
- Make a clear note of what was said (date this)
- Advise them that you need to notify the appropriate Manager/Safeguarding Lead
- An investigation will take place (Including discussions with parents/carers)
- Appropriate outcomes will be taken
- All records of bullying will be recorded
- If it is a serious offence committed in the school environment a bully may be suspended or excluded
- If the bullying is against a member of staff, the reporting procedures laid down in the Safeguarding Policy will be followed

Our staff are provided with training of this policy through briefings, both formal and informal. Our team are trained to identify, resolve and prevent bullying. Our team undergo training during their induction and regular annual training.

Our Young People have dedicated 1-1 support.