



ANTI-BULLYING POLICY

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Key Contact Personnel

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This policy will be reviewed annually and\or following any concerns and/or updates to national/local guidance or procedures.

Policy Statement

This policy outlines what Empowering Futures Alternative Education will do to prevent and tackle all forms of bullying. Empowering Futures Alternative Education is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Links with other Provision policies and practices

This policy links with several Provision policies, practices and action plans including:

Behaviour and discipline Policy

Child protection Policy

Parent and Student Handbook

Responsibilities

It is the responsibility of:

The Director to communicate this policy to the Provision community, to ensure that disciplinary measures are applied fairly, consistently, and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.

All staff, including senior leadership, teaching, and non-teaching staff, to support, uphold and implement this policy accordingly.

Parents/carers to support their children and work in partnership with the Provision.

Pupils to abide by the policy.

Definition of bullying

Bullying can be defined as *“behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”*. (DfE “Preventing and Tackling Bullying”, July 2017)

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites,

social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the Provision as being a form of child-on-child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith, and belief and for those without faith
 - Bullying related to ethnicity, nationality, or culture
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Provision Ethos

Empowering Futures Alternative Education recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

By effectively preventing and tackling bullying our Provision can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Provision Commitment

Monitors and reviews our anti-bullying policy and practice on a regular basis.

Supports staff to promote positive relationships to help prevent bullying.

Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening

and provide appropriate support, if required.

Will intervene by identifying and tackling bullying behaviour appropriately and promptly.

Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.

Requires all members of the Provision to work to uphold the anti-bullying policy.

Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.

Will deal promptly with grievances regarding the Provision response to bullying in line with our complaints policy

Seeks to learn from good anti-bullying practice elsewhere.

Utilises support from the Local Authority and other relevant organisations when appropriate.

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.

The Provision will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision- making, as appropriate.

Senior Management/Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.

The DSL will be informed of all bullying issues where there are safeguarding concerns.

The Provision will speak with and inform other staff members, where appropriate.

The Provision will ensure parents/carer(s) are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.

Sanctions, as identified within the Provisions behaviour policy, and support will be implemented in consultation with all parties concerned.

If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.

Where the bullying of or by pupils takes place off Provision premises or outside of normal Provision hours (including cyberbullying), the Provision will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools/provisions. Appropriate action will be taken, including providing support and implementing sanctions in the Provision in accordance with this policy and the school's behaviour policy.

A clear and precise account of bullying incidents will be recorded by the Provision in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying

When responding to cyberbullying concerns, the school will:

Act as soon as an incident has been reported or identified.

Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.

Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.

Ensure that sanctions are applied to the person responsible for the cyberbullying; the Provision will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.

Inform the police if a criminal offence has been committed.

Provide information to staff and pupils regarding steps they can take to protect themselves online.

Make any risk assessment amendments if needed.

Supporting pupils

Pupils who have been bullied will be supported by:

Reassuring the pupil and providing continuous pastoral support.

Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.

Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.

Working towards restoring self-esteem and confidence.

Providing ongoing support; this may include working and speaking with staff, offering formal counselling, engaging with parents and carers.

Pupils who have perpetrated bullying will be helped by:

Discussing what happened, establishing the concern and the need to change.

Informing parents/carers to help change the attitude and behaviour of the child.

Providing appropriate education and support regarding their behaviour or actions.

If online, requesting that content be removed and reporting accounts/content to service provider.

Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, fixed term or permanent exclusions depending on the severity of the incident.

Supporting adults

Empowering Futures Alternative Education will take measures to prevent and tackle

bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents, or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff.

Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.

Reporting offensive or upsetting content and/or accounts to the service provider,

where the bullying has occurred online.

Reassuring and offering appropriate support.

Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.

Establishing whether a legitimate grievance or concern has been raised

If online, requesting that content be removed.

Instigating disciplinary, civil, or legal action as appropriate or required.

Preventing bullying

Environment

The whole Provision will:

Create and support an inclusive environment which promotes a culture of mutual respect, consideration, and care for others, which will be upheld by all.

Recognise that bullying can be perpetrated or experienced by any member of the Provision, including adults and children (child-on-child abuse).

Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.

Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality, or appearance related difference.

Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination, and respect towards others.

Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.

Actively create "safe spaces" for vulnerable children and young people.

Celebrate success and achievements to promote and build a positive Provision ethos.

Policy and Support

The whole Provision will:

Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.

Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.

Take appropriate, proportionate, and reasonable action, in line with existing Provision

policies, for any bullying brought to the Provision's attention, which involves or affects pupils, even when they are not on Provision premises; for example, when using public transport or online, etc.

Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.

Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The Provision will:

Train all staff, including teaching staff, support staff (e.g., administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.

Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.

Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.

Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week

Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Involvement of pupils

We will:

Regularly canvas children and young people's views on the extent and nature of bullying.

Ensure that all pupils know how to express worries and anxieties about bullying.

Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.

Involve pupils in anti-bullying conversations in the Provision and embedded messages in the wider Provision curriculum.

Utilise pupil voice

Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Involvement and liaison with parents and carers

We will:

Take steps to involve parent(s) and carer(s) in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.

Make sure that key information about bullying (including policies and named points of contact) is available to parent(s)/carer(s) in a variety of formats, including via the school website

Ensure all parent(s)/carer(s) know who to contact if they are worried about bullying and where to access independent advice.

Work with all parent(s)/carer(s) to address issues beyond the Provision gates that give rise to bullying.

Ensure that parent(s)/carer(s) work with the Provision to role model positive behaviour for pupils, both on and offline.

Ensure all parent(s)/carer(s) know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner

Monitoring and review: putting policy into practice

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

Any issues identified will be incorporated into the school's action planning.

The headteacher will be informed of bullying concerns, as appropriate.

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.

Useful links and supporting organisations

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Kidscape: www.kidscape.org.uk

NSPCC: www.nspcc.org.uk