

# Anti-bullying Policy



## **Rationale**

Action Learning Centres is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of Action Learning have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

## **Mission Statement**

Action Learning actively promotes positive interpersonal relations between all members of the school community. It is important that this policy has been developed through consultation which includes all members of Action Learning's community, young people and various external agencies.

## **Principles**

1. Pupils have the right to learn free from intimidation and fear
2. The needs of the victim are paramount
3. Action Learning will not tolerate bullying behaviour
4. Bullied pupils will be listened to
5. Reported incidents will be taken seriously and thoroughly investigated

## **Definition of Bullying**

*Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms: physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned or organized, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.*

## **Forms of Bullying**

- Physical violence such as hitting, pushing or spitting at another pupil
- Interfering with another pupil's property, by stealing, hiding or damaging it
- Using offensive names when addressing another pupil
- Teasing or spreading rumours about another pupil or his/her family
- Belittling another pupils abilities and achievements
- Writing offensive notes or graffiti about another pupil
- Excluding another pupil from a group activity
- Ridiculing another pupils appearance, way of speaking or personal mannerisms
- Misusing technology (internet or mobiles) to hurt or humiliate another person

Version 3

To be updated March 2017

Signed Manager

M. Martin



### **Links with other school policies**

All students that attend Action Learning will also have knowledge of their own school policies, and these are also to be adhered and referred to if necessary.

### **Participation and Consultation Process**

- Awareness raising programmes
- Poster displayed
- Ensure that all students and staff have a right to be heard
- Monitoring evaluation and review

### **Responsibilities of all Stakeholders**

#### **The responsibilities of staff**

- Encourage in our pupils self esteem, self respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- Discuss bullying with all students on induction, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully, and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying
- Listen to children who have been bullied, take what they say seriously, and act to support and protect them.
- Report suspected cases of bullying to the Manager or Assistant Manager immediately
- Follow up any complaint, via parent about bullying and report back promptly and fully on the action that has been taken.
- Deal with observed incidents of bullying promptly and effectively in accordance with agreed procedures.

#### **Responsibilities of Pupils**

- Refrain from becoming involved in any kind of bullying even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied unless it is unsafe to do so
- Report to a member of staff any witnessed or suspected incidences of bullying to dispel any climate of secrecy and help to prevent further incidences.

#### **Anyone who becomes the target of bullying**

- Not suffer in silence but have the courage to speak out
- To put an end to their own suffering and that of other potential targets

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## **The Responsibilities of Parents**

### **We ask our parents to support their children and ALC by;**

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying
- Advising their children to report any bullying to the manager or assistant manager and explain the implications of allowing to continue unchecked, for themselves and for other pupils.
- Advising their children not to relate violently to any forms of bullying
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying
- Inform Action Learning Centres of any suspected bullying, even if their child/children is not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

## **The Responsibilities of All**

### **Everyone should:**

- Work together to combat and hopefully in time, to eradicate bullying.

## **Preventative Measures;**

- Explained in student induction
- Spoken about openly in reflection time
- Therapeutic support for students and staff
- Classroom support from tutors and support staff
- Guidelines and records for sanctions

## **Procedures for Dealing with Incidents of Bullying Behaviour**

- Steps taken to support and respond to the needs of both bullied and bullying pupils
- Records kept
- Action which may be taken:
  - Contacting parents/carers of all pupils concerned in the bullying incident
  - Investigation
  - Feedback to those concerned
  - Sanctions
  - Contacting relevant professionals e.g. EWO, Behavioural Management Team, Education Psychology, Pupil Personal Development team

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**Continuous Professional Development of Staff**

All staff will have yearly refresher training on bullying and safeguarding through EDUCARE.

**Monitoring and Review**

This policy will be monitored every year. If any changes need to be made before this, all staff and students understand new processes and they will be logged accordingly.