



# Anti-Bullying Policy

## **Objectives**

Flourish With Us Ltd Anti-Bullying Policy outlines what we will do to prevent and tackle bullying and discriminatory situations / incidents.

The policy has been drawn up through the involvement of the whole school community.

### **Our school community:**

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that those pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Ensures that all members of the community are treated with respect.
- Ensures that staff promote positive relationships and identify and tackle bullying appropriately.
- Reports back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn work with Flourish With Us Ltd to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

### **Definition of bullying**

Bullying is “Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally”.

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 inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

### **Forms of bullying covered by this Policy**

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

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.

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- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual and transphobic bullying.
- Cyber bullying.

## **Preventing, Identifying and Responding to Bullying**

Flourish With Us Ltd will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Staff will be trained in restorative justice skills to ensure they deal with incidents as effectively as possible.
- Consider all opportunities for addressing bullying including through the curriculum (i.e. annual Anti-Bullying Week in November each year) through our management of behaviour and restorative justice practices, through displays, through peer support.
- Train all staff including volunteer staff, learning mentors and administrative / site staff to identify bullying and follow school policy and procedures on bullying.
- Train all staff and young people on E-safety
- Use restorative practice to resolve issues between bullies and the bullied.

## **Involvement of pupils**

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools (Anti-Bullying Week).
- Publicise the details of help lines and websites.
- Offer support to students who have been bullied and show pro-active support through behavioural log tracking and isolation of pupils displaying unacceptable behaviour with
- Use restorative justice meetings to resolve issues.

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- Work with students who have been bullying in order to address the problems they have.
- Use circle times to encourage self-review and peer discussion to resolve issues around bullying and anti-social behaviours.

## **Liaison with Parents and Carers**

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

## **Links with other policies and practices**

This Policy links with a number of other policies including:

- Behaviour Policy
- Complaints policy
- Curriculum
- Confidentiality Policy
- Safeguarding Policy

## **Responsibilities**

This Policy is only effective if the whole Flourish With Us Ltd community understands that bullying is not tolerated.

It is the responsibility of:

- The Headteacher to take a lead role in monitoring and reviewing this policy.
- All staff to be aware of this policy and implement it accordingly.
- Pupils to abide by the policy.

## **Monitoring & review, policy into practice**

We will review this Policy annually in line with our other policies unless we have cause to review earlier.

Flourish With Us Ltd uses the guidance by the DFE and the Anti-Bullying Alliance\*\* to inform its action planning to prevent and tackle bullying.

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**\*\*Anti Bullying Alliance guidance**

[http://www.anti-bullyingalliance.org.uk/Page.asp?originx\\_4237co\\_4721421398769u17h\\_2007627412x](http://www.anti-bullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412x)

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