

ANTI BULLYING POLICY

Effective for employees, students, Directors and volunteers on or after 1 June 2021

Review Date: 24th June 2021

Date of next Review: June 2024

Please Note: A formal, full review of this document will take place on a 3-yearly basis. However, in the interim, the document will be updated as necessary to remain current with any statutory legislation and/or significant Government guidance updates on the subject.

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AUTHOR: FRAN DEELEY
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Fran Deeley

Signature: _____  _____ **Date:** 24/06/2021

Designation: Director of Operations

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1) Statutory duty of L&F Training

The Director of Operations at L&F Training has a legal duty to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

2) Aims and Objectives

The Governing Body through this policy make it clear that all forms of bullying are unacceptable at the school.

The aim of L&F Training anti bullying policy:

- To assist in creating an ethos in which attending the school is a positive experience for all members of our community.
- To enable everyone to feel safe while at the school and encourage pupils to report incidents of bullying.
- To deal with each incident of bullying effectively, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents, carers and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying

The objectives of our anti-bullying policy:

- Our whole community can evidence ownership of the academy anti-bullying policy
- To maintain and develop effective listening systems for children and staff within L&F Training
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To communicate with parents, carers and the wider academy community effectively on the subject of bullying.
- To acknowledge the key role of every staff member in dealing with incidents of bullying
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations and partner organisations.
- To promote emotional health and wellbeing across the whole academy and for all members of our community to role-model this in all situations

3) Definitions of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can be:

1. Emotional Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
2. Physical pushing, kicking, hitting, punching or any use of violence
3. Sexual unwanted physical contact or sexually abusive comments
4. Racist /racial taunts, graffiti, gestures
5. Homophobic Because of, or focussing on the issue of sexuality
6. Verbal name-calling, sarcasm, spreading rumours, teasing
7. Cyber - All areas of internet, such as misuse of email & social networking sites, Mobile phone threats by text messaging & calls and the misuse of associated technology, i.e. phone camera & video facilities

4) Identifying bullying

It is important to understand that bullying is not:

- odd occasion falling out with friends,
- name calling, arguments
- or when the occasional joke is played on someone.

Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from the academy. These behaviours, however, do not in and of themselves mean that bullying is taking place. Likewise, bullying may occur without these behaviours appearing. Students must be encouraged to report bullying at L&F Training.

L&F Training staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the academy policy.

Research and experience indicate that a good proportion of pupils are placed under pressure by fellow pupils. There are indications that children worry about being a victim even though they never have been.

The nature of the problem is complex and no L&F Training programme will eliminate it. However, some guidelines followed by all of the staff could lead to prevention in some case and alleviation of the problem in others.

5) L&F Training procedures

Our policy is to promote an ethos where all pupils, parents and staff treat each other with respect. We insist on polite and civilised relationships. Our aims are incompatible with bullying. Hence all forms of bullying are unacceptable.

L&F Training believes that the way in which pupils behave on L&F Training premises is influenced more by the atmosphere and expectations of L&F Training rather than through rigid rules and severe sanctions.

The first aspect of our policy is therefore pro-active - to foster a tolerant, friendly and purposeful atmosphere in which bullying is less likely to occur or flourish. Adults should reinforce the aims and values of L&F Training in the standards they set in their relationships with children and other adults, as well as in their expectations of the behaviour of pupils.

The second aspect of our policy is to be active in observing and recognising forms and patterns of behaviour which may be bullying. We should take seriously all reported cases of bullying and act upon them.

6) Strategies

Incidents of 'name-calling' or unpleasant behaviour towards a pupil must be reported to the Head of Centre for recording/appropriate action to be taken.

All incidents of reported unhappy children/staff must be treated seriously and followed up. Recording the incident in front of the pupil lets him/her know you are concerned.

The victim should be led through a discussion including:

- Could the incident have been avoided?
- How could the incident have been dealt with?
- What might have been the best strategy?
- Which strategy do you use next time?

These methods could stop the problem escalating. If the problem is serious the victim and aggressor need to be brought together with the Tutor or Director of Operations and the situation explored. Sanctions may be considered by all present!

The bully should be led through a discussion including:

- Why?
- Do you understand the consequences?
- How can you stop?

Parents, carers of both parties need to be involved.

Review the situation after an agreed period of time.

7) Supervision and the management of incidents that take place out of school

DFE guidance clearly states that schools or colleges are not responsible for bullying or incidents that take place off the premises. A court ruling has applied that the Heads duty of care to prevent bullying generally only applied within the precincts of the school or college

However, one needs to be careful, as schools or colleges are required to take disciplinary steps to combat any bullying or violence that may later take place out of school as a result of an unrecorded incident in school or colleges. (Leah Bradford-Smart V West Sussex County Council) 'A pupil reported to a teacher that she was being threatened and that she was going to get beaten up on the way home. The school did not react and the violence did take place'. In this case the school was found to have breached its common law duty of care.

A good deal of bullying does take place outside the school or colleges gates, and on journeys to and from school or colleges. Acts of bullying can even now take place in the victims' own home through threatening e-mail and text messages. Sometimes the bullying or violence may be from pupils at other schools or from people not at school or colleges at all.

Position statement

Bullying will not be tolerated at L&F Training, Highbridge. If bullying takes place off L&F Training premise, L&F Training will take the following measures:

- If the threat of violence is reported during the school day the Director of Operations will investigate and take appropriate steps.
- If the threat of violence is confirmed both sets of parents, carers will be contacted
- The matter will be discussed with the students at a convenient time and the most appropriate approach (sanctions and/or restorative justice) will be followed.

If violence or bullying takes place off the premises that has not been reported during the school day. The following measures will be taken.

- Both sets of parents, carers will be informed
- The parents, carers will be informed that they have the right to inform the police who will then deal with the matter
- L&F Training will record that the matter was handed over to the police (if the incident was severe enough)
- The matter will be discussed with the students at a convenient time and the most appropriate approach (sanctions and/or restorative justice) will be followed.
- If the parents choose not to inform the police the school may still feel it necessary to investigate the matter.
- It may still be necessary for the school to request the police to record the incident.

Bullying off the school premises needs to be reflected in any redraft of the schools anti-bullying policy

Pupils must be encouraged not to suffer in silence

Maintain contacts with heads from the partner schools and organisations to identify potential issues before they may arise.

Maintain regular contact with the local police