



Applied Educational Solutions
Developing the whole student

Anti-Bullying Policy

Applied Educational Solutions has a strong commitment to anti-bullying and this lies within our firm belief that bullying of any nature goes against our vision and ethos.

It is our duty to produce good citizens and that at times, those that bully need guidance as well as victims who need protecting. This policy outlines what the school will do to prevent and tackle bullying. We take any incident of bullying very seriously and record all incidents. The school community; Proprietor, staff, parents and students regard all forms of bullying as abhorrent, and will work hard to completely eradicate this. This policy will be disseminated to the whole school community and reviewed regularly.

This policy references the following documentation-
Cyber-bullying advice for Head teachers and staff (2014)
Preventing and Tackling Bullying (2014)
School bullying support for Students and young people (2014)

1. Principles:

The school will:

- Have a consistent approach to any bullying incidents that occur.
- Raise awareness of bullying and promote positive relationships based on mutual respect.
- Seek to involve all stakeholders in the implementation and monitoring of this policy.
- Promote positive action to prevent bullying, through our pastoral programme, school information, meetings and related activities.
- Provide support for all members of the school community that may be involved in dealing with an incident of bullying.
- Provide appropriate training for both staff and students to support the implementation of the policy across the college.
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.

2. Aims:

We are committed to providing a nurturing, friendly and safe environment for all of our students' so they can learn in a positive and secure atmosphere. Bullying of any kind is unacceptable at Applied Educational Solutions. We recognise that bullying could have serious consequences and all incidents are treated very seriously. If bullying does occur, all students should be able to report it and know that incidents will be dealt with promptly and effectively. All members of the school community should understand:

- The definition of bullying and that it will not be tolerated by the school.
- The school policy on bullying and know how to follow it when bullying is reported.
- That support will be given when bullying is reported.
- That through monitoring, reviewing and training, the school aims to develop a positive atmosphere where students feel confident to tell if they are being bullied and that bullies can change.

3. Definition and types of bullying:

Bullying is: "Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally".

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through websites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

3.1 Types of Bullying:

- Physical – e.g. hitting, kicking, and taking belongings.
- Verbal – e.g. name calling, insulting, racist remarks.
- Indirect – e.g. spreading malicious rumours, excluding individuals from social groups,
- Bullying related to appearance, health conditions, race, ethnicity or faith
- Bullying related to sexual orientation and gender/transgender concepts –homophobia and transphobia
- Sexist or sexual bullying
- Cyber bullying

3.2 Definition of Cyber Bullying:

"Cyber Bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of communication, repeatedly over time against a victim who cannot easily defend him or herself." (Report to the ABA by Goldsmiths College)

- Bullying via websites
- Text message bullying
- Picture/video-clip bullying via mobile phone cameras
- Phone call bullying via mobile phone

- Email bullying
- Chat room bullying through instant messaging (IM)

3.3 Setting & Promoting E-Safety:

Bullying can occur in and out of the school and therefore parents and the school need to work together. A contract is to be completed by each student and every parent agreeing to safe and responsible internet use at the school to highlight the responsible use of the internet and promote the college's anti cyber bullying message (see E-Safety and Cyber Bullying Policy).

4. Consequences of Bullying:

The lives of students who are bullied are made miserable; they may suffer injury, they may attend erratically, they may lose self-confidence; they are likely to underachieve educationally and socially. Many of the outward signs of bullying can be the same as other indicators of abuse such as:

- Non-accidental injuries (including self-abuse)
- Low self-esteem, unhappiness, fear, distress or anxiety.

If unchecked, others may come to see bullying behaviour as acceptable within the school. It is not unknown for victims to become bullies of younger or more vulnerable students than themselves. Bullying can and frequently does have long-term effects on victims which may affect their adult lives.

5. Prevention of Bullying:

The school will, through a range of carefully-coordinated measures work hard to consistently communicate the community's abhorrence of bullying and how the school will both deal with and support those who have been bullied.

The school is firmly in the belief that prevention is better than cure, so will define resources and time to strongly promote a prevention of bullying approach.

5.1 Information to parents, students and the wider community:

At every opportunity, the school will strongly promote its abhorrence of bullying and the steps it will take to robustly deal with any instances. This will take place in key documents such as the Prospectus and in newsletters, which will publicise the programme of activities to prevent bullying.

One key element of this is **'don't keep quiet about bullying.'**

5.2 Professional Development and Training:

Every member will participate in training on how to prevent bullying, how to identify the signs of bullying and what action to take when a suspected incidence of bullying is noted. Every new member of staff, as part of their induction will participate in training and every year the school will spend time re-iterating its approach to bullying in a staff training session.

5.3 Pastoral Programme:

The Headteacher will plan and co-ordinate a programme of activities, which includes assemblies, lessons and personalised work with keyworkers on preventing bullying.

6. Roles and Responsibilities:

The Proprietor is ultimately responsible for the well-being of all students and staff.

All staff, students and parents/carers should be made aware of the policy alongside awareness being raised of the issues associated with bullying.

- The Proprietor will be responsible on all matters regarding the safeguarding of Students.
- To ensure all staff are aware of the contents of the 'Anti-Bullying Policy' and that its procedures are adhered to, through regular training
- To liaise with appropriate staff to ensure the implementation of initiatives to highlight aspects of bullying.
- To ensure the use of appropriate sessions/Thought for the week to highlight aspects of bullying, including Anti-Bullying Week
- To monitor and record all reports of incidents of bullying.
- To liaise with the police as necessary.

All staff are responsible for monitoring student's access to and engagement with the internet and for ensuring students follow the E-safety and Cyberbullying Policy. Students who violate the rules included in this policy will be sanctioned.

6.1 School staff have the following responsibilities:

- Staff should be alert to any potential incident of bullying and intervene when instances are noticed.
- Refer the matter to the appropriate member of staff where necessary
- Carry out an investigation of the incident
- Keyworkers should address minor incidents of disagreement.

6.2 Students have the following responsibilities:

- Inform an adult if they are being bullied
- Inform an adult if they witness bullying
- Ensuring that previous victims of bullying are not isolated from groups of friends.
- Intervening when someone is being bullied and making it clear to the bully that their actions are disapproved of.
- Encouraging the victim to join in activities and groups.
- Encourage victims to inform an adult if they are being bullied

7. Actions that can be taken:

Bullying is a high-level offence in the school Behaviour Policy and following appropriate investigation and considering the circumstances and history; any of these strategies can be applied:

- Internal exclusion, during break and lunchtime, until investigation completed
- Detention
- Fixed term exclusion
- Permanent exclusion
- Mediation / Restorative approaches
- Referral for counselling / victim support
- Written or verbal apology
- Parent/carer interviews
- Continued monitoring of victim/bully individually
- Referral to external agencies e.g. Social Services, Educational Psychologist, Youth and Community Service, Met Police
- The use of the programme of personal, social, health and economic education, break times, visitors to school and Anti-Bullying Week to raise awareness about the negative effect of bullying and to support the well being of students.

8. Allegations against staff:

Applied Educational Solutions believes that all members of the community are entitled to protection from bullying. Inappropriate behaviour between students or staff will not be tolerated and any concerns or allegations of impropriety will be dealt with quickly, fairly and sensitively.

9. Our Policy and the Law

The Education and Inspections Act 2006 section 89:

Every school setting must have measures to encourage good behaviour and prevent all forms of bullying amongst Students. The measures should be a part of the school settings behaviour policy which must be communicated to all Students, school staff and parents.

This gives head's of school's and management of school settings the ability to ensure that students behave when they are not on school/centre premises or under the lawful control of school/centre staff.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. It replaces the three previous public sector equality duties for race, disability and gender, and also covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The duty has three aims:

Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

Foster good relations between people who share a protected Characteristic and people who do not share it.

10. Review:

We will seek to review this policy at least annually as well as if incidents occur that suggest the need for review. The school will continue to use guidance from DfE and the Anti- Bullying Alliance to inform its action planning to prevent and tackle bullying.

Anti-Bullying Strategy

The core purpose of Applied Educational Solutions is the personal development and academic achievement of our students. The ethos of the school ensures that our students are safe, happy and develop both as a person and in their academic life. To make this happen, the anti-bullying strategy underpins the Behaviour policy and student code of conduct to ensure students are safe and happy. By achieving this, it makes a significant contribution to giving our students the best environment for academic success.

1. The anti-bullying stance of Applied Educational Solutions contributes to the daily life of the school.
2. Teachers and non-teaching staff are vigilant in being perceptive of instances of bullying or potential in classes and around the building.
3. Teachers and non-teaching staff act a models of behaviour in their conduct with each other and how they communicate with each other.
4. Anti-bullying and safeguarding information, posters and lesson content is displayed on boards around the school.
5. All new students, their parents/carers and returning students are required to discuss with staff the anti-bullying policy and its implications for their child and in this meeting the school makes clear its stance on bullying and the consequences of bullying.
6. The school encourages peer support for students to work together and take responsibility for each other's actions.
7. PHSE sessions have anti-bullying content as a regular theme.

8. The school fully engages with Anti-Bullying week 14th- 18th November 2016.
9. There is full supervision by all adults during break and lunchtimes to monitor student activity and interaction.
10. Teachers have an open door policy that they are always ready to listen to student's concerns.
11. Bullying incidents will be logged appropriately. Leaders will monitor the incident logs to identify any potential trends and/or patterns.

Commitment

Provide a teachable moment for those involved where:

The wrongdoer learns the effect of an action on others

Those affected are heard and acknowledged

Responsibility is taken with appropriate actions to make things right

A positive learning experience is created

Process

First ask the wrongdoer what happened, and then to identify who has been affected and how

Next ask the harmed person what happened, to express their feelings and needs

Finally ensure everyone understands the outcome and individual responsibilities

Avoid

Asking 'Why'?

Thinking you already know what happened

Giving your opinion

Interrupting

Losing patience

Leading interventions when you have been affected

Find out

What happened?

What were you thinking about when this happened?

Could you tell us what happened?

What did you think when you realised what had happened

Acknowledge

Who has been affected by what happened?

How do you think.....has been affected?

How do you feel about what happened?

What has been difficult about this for you?

Responsibility

What do you need to happen to make this right?

What do you need to happen next?

What do you need to do to make things right?
What do you think needs to happen next?

I agree that as a member of Applied Educational Solutions I will abide by the outlined Anti-bullying policy.

Staff/Student Name: _____

Date: _____

Policy Last Reviewed: February 2018

Next Review: February 2019