

Anti-Bullying Policy

Created by: Nick Brett Managing Director



Bullying in any shape or form will not be tolerated as it is entirely contrary to the values and principles by which we operate. Both staff and young people 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

Our mission is to enable all of our young people with SEMH, ADHD, Autism and other additional needs to reach their full potential by building resilience and removing social and emotional barriers to educational achievement. To this end, Invent Learning actively promotes positive interpersonal relations between all members of our community and is committed to creating a safe environment in which everyone is appreciated for themselves, and in which care and consideration for others is a key factor.

Our Principles

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Invent Learning will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.
- A zero tolerance approach to sexism, misogyny/misandry, homophobia, biphobia and sexual violence/harassment.

Definition of Bullying

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", March 2014)
Bullying can include: name calling, mocking, making offensive comments; physical attack; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. The same inappropriate and harmful behaviours expressed via any digital devices (cyber bullying) are also included in the definition of bullying.

Bullying behaviour may be a result of prejudice that relates to perceived or actual differences. This can lead to prejudice and discriminatory language or behaviour, including racism, sexism, homophobia, biphobia or transphobia.

Forms of Bullying

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

- Bullying related to race, religion, age or culture (prejudice and discriminatory)
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic, biphobic bullying).

- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual, transgender and homophobic bullying.
- Bullying via technology –“cyber bullying” – see separate Cyber Bullying Policy.

Preventing, identifying and responding to bullying

The Responsibilities of Staff:

- Foster 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 classes, 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 member of staff about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children and young people who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the designated manager for child protection.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.
- Teach our pupils, through PSHE sessions, about our zero tolerance approach to all types of bullying and cyber bullying, including sexism, misogyny/misandry, homophobia, biphobia and sexual violence/harassment.

Involvement of Pupils

We will help our pupils to:

- Have the confidence to resist peer pressure attached to bullying, even at the risk of incurring temporary unpopularity.
- Express worries and anxieties about bullying.
- Be involved in anti-bullying campaigns
- Offer support to the pupil who is being bullied and also help bullies to address their behaviour.
- Have the confidence to report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- Be aware of the sanctions that may be applied against those who bully

Involvement of Parents

We will assist parents in:

- Identifying signs of distress or unusual behaviour in their children which might be evidence of bullying.
- Identifying who to contact if they have concerns about bullying
- Advising their children not to retaliate violently to any forms of bullying but to report it to staff
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken

- Working with Invent Learning to address issues outside of our provision.

Provision community responsibilities

It is the responsibility of:

- The Managing Director to take a lead role in monitoring and reviewing this policy.
- The Managing Director and all other staff to be aware of this policy and implement it accordingly.
- The Managing Director to communicate the policy to our community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with Invent Learning
- Pupils to abide by the policy

Nick Brett, the named lead for bullying, will report and log on a regular basis of any incidents of bullying and outcomes. Nick Brett will ensure that, on behalf of the provision, regular monitoring and evaluating mechanisms make certain policy is being consistently applied. Any issues identified will be reported to the Managing Director and incorporated into the provision's action planning.

Dealing with Incidents

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with in the first instance by the member of staff who has been informed, or, in instances where they are unable to deal with it themselves; will refer the matter to the named lead.
- A clear and precise account of the incident will be recorded and given to the manager and/or managing director who will investigate.
- All relevant staff will be kept informed.
- When responding to cyber bullying concerns Invent Learning will take all available steps to identify the bully, including looking at our systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.
- Where the bullying takes place outside of provision then the provision will ensure that the concern is investigated and that appropriate action is taken in accordance with the provision policy.
- Parents/carers will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, the police or other local services will be consulted

Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil and providing continuous support
- Restoring self-esteem and confidence
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Pupils who have bullied will be helped by:

- Discussing what happened and 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
- If online, requesting content be removed and reporting account/content to service provider
- The application of sanctions in line with school policy.
- Speaking with police or local services

Continuous Professional Development of Staff

Staff will attend regular training to ensure that they recognise the early signs of bullying and the correct procedures to follow. Training sessions will give staff the tools to overcome any bullying behaviour within our establishment.

Links with other Policies

- Safeguarding Policy
- Health and Safety Policy
- Behaviour Policy
- E-safety Policy
- Keeping children safe in education 2023

Sources of Support and Guidance

Keeping Children Safe in Education 2022: www.gov.uk

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

Beat Bullying: www.beatbullying.org

Childline: www.childline.org.uk

DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014:

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-healthwithout-mental-health-a-cross-government-outcomes-strategy>

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net