



ANTI-BULLYING POLICY

2022-2023

Introduction

At Aspire and Achieve, we are dedicated to providing a safe and inclusive learning environment that is free from bullying. This Anti-Bullying Policy aims to establish a clear framework for preventing, addressing, and eradicating bullying behaviours within our community. It applies to all students, staff members, parents, and visitors associated with Aspire and Achieve.

Definitions

2.1 Bullying is defined as any deliberate, repetitive, and hurtful behaviour, whether verbal, physical, or psychological, that is intended to harm, intimidate, or exclude an individual or group. This includes cyberbullying, which refers to bullying carried out through digital platforms or electronic communication.

2.2 Types of bullying may include but is not exclusive of, verbal bullying, physical bullying, relational bullying (social exclusion or spreading rumours), and cyberbullying.

Roles and Responsibilities

3.1 Students are responsible for treating others with respect and kindness, refraining from engaging in bullying behaviours, and reporting incidents promptly.

3.2 Staff members are responsible for actively preventing and addressing bullying incidents, promoting positive relationships, fostering an inclusive atmosphere, and responding to reports in a timely and sensitive manner.

3.3 Parents and guardians play a crucial role in reinforcing positive behaviour, recognising signs of bullying, and promptly reporting any concerns to Aspire and Achieve.

Statutory Implications

4.1 The Anti-Bullying Policy aligns with legal requirements, including the Equality Act 2010 and safeguarding regulations.

4.2 Aspire and Achieve will comply with relevant legislation, ensuring the promotion of equality, diversity, and inclusion while effectively addressing bullying incidents.

Prevention

5.1 We are committed to fostering a positive and respectful school culture through education, awareness, and proactive measures.

5.2 Bullying prevention strategies will include regular anti-bullying education for students, awareness workshops, and creating an environment that encourages empathy, kindness, and acceptance.

Signs of Bullying

6.1 Students, staff, and parents will be informed about common signs of bullying, such as unexplained injuries, changes in behaviour, withdrawal from social activities, or a decline in academic performance.

6.2 Reporting mechanisms will be in place to encourage the timely identification and reporting of bullying incidents.

Staff Principles

7.1 Staff members will lead by example, modelling respectful and inclusive behaviour towards all students and colleagues.

7.2 They will actively monitor and intervene in situations where bullying may be occurring, ensuring a swift response and appropriate support for the individuals involved.

Child on Child Abuse

8.1 Aspire and Achieve acknowledges that bullying can sometimes escalate to child-on-child abuse.

8.2 Safeguarding procedures and reporting mechanisms will be implemented in accordance with statutory guidelines to address and respond to such incidents.

Cyberbullying

9.1 Cyberbullying will be treated with the same seriousness as other forms of bullying.

9.2 Education on responsible digital citizenship, online safety, and the responsible use of technology will be incorporated into the curriculum and communicated to parents and students.

Procedures

10.1 Clear procedures will be established for reporting bullying incidents, ensuring confidentiality, and providing support to victims and witnesses.

10.2 Aspire and Achieve will conduct thorough investigations, involving all parties concerned, and take appropriate action based on the severity and frequency of the bullying behaviour.

Sanctions

11.1 Sanctions for individuals found responsible for bullying will be fair, consistent, and appropriate to the nature of the incident and the needs of all involved parties.

11.2 Sanctions may include disciplinary measures, educational interventions, counselling, restorative practices, loss of privileges, parental involvement, or, in severe cases suspension. In the event of an exclusion or if a young person is not following the behaviour expectations, the home school will have the responsibility to make appropriate arrangements for the student's education until the reintegration meeting takes place.

Support

12.1 Aspire and Achieve is committed to providing support to both victims and individuals engaged in bullying behaviour.

12.2 Supportive measures may include counselling, restorative practices, mentoring, mediation, targeted interventions, and referrals to external agencies as needed.

Record Keeping and Monitoring

13.1 Accurate and confidential records of all bullying incidents, investigations, and actions taken will be maintained.

13.2 Regular monitoring and analysis of bullying data will inform ongoing prevention strategies and support the review of this policy.

Review of Policy

14.1 This Anti-Bullying Policy will be regularly reviewed to ensure its effectiveness and alignment with current legislation and best practices.

14.2 Feedback from students, staff members, parents, and external stakeholders will be considered in the review process to continuously improve our approach to tackling bullying.