

Anti-Bullying Policy

Background

Bullying is an anti-social behaviour and affects everyone in the learning community. It limits everyone's opportunities to learn and thrive and we therefore aim, by means of this policy, to prevent bullying at Open Box Education Centre.

Purpose

The purpose of this policy is to ensure that every student attending Open Box Education Centre is able to reach their potential and learn within an environment that encourages a positive culture free from bullying. Open Box Education Centre is fully opposed to bullying and will not tolerate it. It is contrary to the values and principles we follow as a school.

Definition

Bullying is defined as: "Any deliberate, hurtful behaviour, which is repeated over a period of time, where it is difficult for the victim to defend him or herself." Repetition may also be a series of acts by the bully towards a number of different students. Bullying and violence can take many forms, including:

- Physical (hitting, hitting back, retaliation, kicking, spitting, theft, happy-slapping)
- Verbal (name calling, racist remarks, homophobic or transphobic remarks, threatening or offensive phone calls)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber (texting offensive remarks, offensive emails, abuse through social networks) - please refer to our Online Safety Policy for more information.
- Interfering with another student's property by stealing, hiding or damaging it
- Ridiculing people's religion, sexual orientation or gender – please refer to our Harmful Sexual Behaviour and Child-on-Child Abuse Policy for more information.

Students who are bullied may show changes in behaviour, such as becoming anxious and withdrawn, having a series of unexplained minor illnesses, taking unusual absences, being frightened of walking to and from school and lacking confidence. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying, either to a member of staff, to the counsellor or to the Principal. Students may wish to have their

identity protected if they are reporting bullying to a member of staff – this request should be respected whenever possible.

Roles and Responsibilities

All staff and students are responsible for their behaviour; consequently they must be alert to signs of bullying and act promptly and firmly against it in accordance with this policy.

The Role of the Bystander

The whole school community, including students, teachers and other members of staff, have a responsibility to report any incident of bullying if they witness or know of its existence.

Objectives of the Policy

Open Box Education Centre will:

1. Aim to work towards a culture of prevention through a whole organisation approach.
2. Aim to raise awareness of bullying, and to develop a positive approach to handling its effects.
3. Ensure the Anti-Bullying Policy is revisited each year in PSE lessons, during the Emotional Wellbeing unit, and consider issues relevant to bullying, using a variety of approaches to ensure students understand and own the policy
4. Aim to improve self-esteem, confidence and social skills generally through a variety of approaches (e.g. in PSE lessons, Skills for Success lessons, one-off activities for team building, weekly Fitness and Wellbeing lessons and counselling sessions).
5. Make use of daily starter activities to raise issues and encourage reflection, particularly during Anti-Bullying Week.
6. Publicise the Policy wherever possible (e.g. through our website, the 'Induction Packs' for new parents and students, displaying our anti-bullying poster within the learning environments – see Appendix 1)
7. Provide regular training for teachers to enable them to handle issues within their lessons in an effective manner which increases teaching and learning opportunities for all learners.
8. Encourage every member of staff (both teaching and non-teaching) to use opportunities to promote the 'safe learning environment' ethos, whenever they may arise in lessons.

Managing incidents

The following steps should be taken when dealing with an incident:

1. If bullying is suspected or reported, the incident will be investigated by the Principal.
2. All incidents of bullying will be recorded on our safeguarding forms, even if the incident is minor.
3. All suspected or reported incidents of bullying will be taken seriously and treated sensitively by the Principal.
4. The Principal will interview all concerned and a clear account of the incident must be recorded outlining the action to be taken and any outcomes. This should be shared with the students involved to produce a written report.

5. Students concerned will be kept informed at the appropriate stages of the investigation.
6. Parents will be notified of all decisions and outcomes.
7. In instances of bullying where safeguarding issues are raised, action will be taken in accordance with the Safeguarding Policy and Procedures.
8. In instances of bullying where criminal behaviour is involved the police will be notified and appropriate action taken.
9. We will educate students about the need to report bullying through our PSE curriculum and our Skills for Success programme.

Appropriate Actions and Resolution

Any incident of bullying will be dealt with appropriately and in line with our Relationships and Behaviour Policy, including the following considerations:

Students who have been bullied will be supported by:

1. Being provided with an immediate opportunity to discuss the experience with the Principal or member of staff of their choice,
2. Reassurance from the member of staff and Principal,
3. Continued support from the member of staff and Principal,
4. Help with rebuilding self-esteem and self-confidence through skills activities, regular mentoring and having the opportunity for counselling.
5. Their parents or carers being offered support and being informed of action and outcomes.
6. Establishing that the student feels safe in their learning environment

Students who have been bullying others will be helped by:

1. Discussing what happened, and the impact their actions have had on others
2. Discovering why they became involved,
3. Establishing the wrong choices and actions taken and working together on strategies for change.
4. Informing parents or carers to help change the attitude of the student.

Procedures for Parents or Carers

1. Stay calm, listen and talk with your child.
2. Contact the Principal with your concern.
3. The matter can be discussed on the phone or a meeting arranged with the Principal, as appropriate.
4. Support the Principal in agreed actions that are seen as appropriate to resolve the situation. If a parent or carer feels unable to support the decision, at that point they may follow the Complaints Policy and Procedure.
5. Encourage your child's self-esteem and confidence, and try to establish some support networks at home.

Links with other school policies

- Child Protection Policy
- Online Safety Policy
- Harmful Sexual Behaviour and Child-on-Child Abuse Policy
- Personal & Social Education Policy
- Relationships and Behaviour Policy
- Whistleblowing Policy

Helpful References

Websites:

- www.dfes.gov.uk
- www.childline.org.uk/
- www.kidpower.org/
- www.youngminds.org.uk/Bullying
- www.antibullying.net/
- www.anti-bullyingalliance.org.uk/
- www.childline.org.uk/explore/bullying/pages/bullying.aspx
- www.beatbullying.org/abw2012/
- www.bullying.co.uk
- www.learningtrust.co.uk

Approved by: (Principal) (date)

Authorised by: (Chair of Governors) (date)

To be reviewed every: 2 Years

Next review date: July 2025

Date of Review	Reviewed by	Ratified by Governors	Date of next review
Sep 2017 – version 1.0	Alison Dolan	16-08-17	July 2019
July 2019 – version 1.1	Alison Dolan	09-07-19	July 2021
Sep 2021 – version 1.2	Samantha Hutton	12-10-21	July 2023
May 2023 – version 1.3	Alison Dolan	11-07-23	July 2025

Say No to Bullying!

Bullying is an **anti-social behaviour** and affects everyone in the learning community.

Let's prevent bullying at
The Box and Open Box Education Centre.

What is bullying?

Any deliberate, hurtful behaviour, which is repeated over a period of time, where it is difficult for the victim to defend him or herself.

Bullying can include:

Physical

hitting or hitting back; kicking, spitting or 'happy-slapping'; retaliation; stealing, hiding or damaging someone's property

Verbal

name calling; racist, homophobic or transphobic remarks; threatening or offensive phone calls; ridiculing people's religion, sexual orientation or gender

Indirect

spreading rumours, excluding someone from social groups

Cyber

texting offensive remarks, offensive emails, abuse through social networks

The Box and Open Box Education Centre staff are committed to working to prevent bullying –

Speak out now!