



# **ANTI BULLYING POLICY**

**Reviewed: January 2017**

**Next review date: January 2019**

## **The definition of bullying.**

It is generally agreed that bullying involves repeated and orchestrated power over someone either by an individual or more typically by a group through physical intimidation, verbal insults and threats, cyber insults and threats, extortion and exclusion.

The key elements of the Studio's anti-bullying policy are as follows:

Definition  
 Acknowledgement  
 Prevention  
 Identification  
 Intervention  
 Resolution

**IF A STUDIO STUDENT FEELS THEY ARE BEING BULLIED, THEN THIS WILL BE TREATED SERIOUSLY AND DEALT WITH SENSITIVELY AND IMMEDIATELY.**

### **Bullying is:**

Generally systematic and ongoing - rather than one off  
 Carried out by the more powerful to the less - rather than between equals  
 Distressing and hurtful to the victim - rather than 'good-natured' fun  
 Always one way - rather than an exchange

### **ACKNOWLEDGEMENT**

Through acknowledging that bullying is always a serious risk where groups of young people are placed together, that it can be effectively tackled and addressed.

### **PREVENTION**

Bullying is addressed in the LeAF Studio through a number of techniques.

- Challenging continually the idea that bullying is an acceptable part of growing up;
- Developing strong anti-bullying messages in the curriculum, through assemblies and during anti-bullying week;
- Raising awareness by the use of posters, noticeboards, surveys and collapsed days.
- Through mediation and RAISE;
- Maintaining good adult supervision at vulnerable places and times.

### **IDENTIFICATION**

If bullying is successfully identified then the Studio can be proactive in stopping it. The Studio needs to create an atmosphere of openness and reporting. This can be done by:

1. Providing clear and well-established reporting procedures for students and parents
2. Creating opportunities for confidential communications by students, e.g referral forms, questionnaires, Studio Manager.
3. Challenging the notion that there can be innocent, neutral bystanders to bullying.
4. Using PL lessons, PSHE lessons and circle time to raise awareness of the issue.

## IMPLEMENTATION

When dealing with students involved in bullying incidents, the Studio's aims are to:

- a. Support and counsel the victim
- b. Facilitate mediation where appropriate between the victim and the bullies
- c. Correct the behaviour if mediation is not successful.

**The Studio sees a role for the following parties in preventing and resolving bullying and helping to raise awareness of it:**

- Students;
- Senior Leadership;
- Directors;
- Managers;
- Mentors;
- Parents of victims;
- Parents of bullies;
- External agencies ( eg counsellors, drop in sessions).

**Students:** behaving with respect and tolerance towards one another, offering appropriate support to victims of bullying. Some will be peer mediators, some will be buddies and will be directly involved in assisting staff and establishing the appropriate atmosphere around the studio.

**Senior Leadership Team:** supporting the implementation of the Studio's policy and helping to raise awareness of it.

**Managers:**

1. Dealing with cases of bullying in accordance with the Studio's policy
2. Raise awareness by students through their day to day dealing with students by making the acceptable standards of behaviour clear and explicit
3. To liaise with parents where appropriate
4. Refer incidents to Senior Leadership Team (SLT).

**Mentors:** Refer concerns to SLT, as above.

**Parents of victims:** supporting their children and the Studio in its efforts to deal with the problem.

**Parents of bullies:** supporting the Studio in its efforts to modify inappropriate behaviour.

**Prevention**

- Raise awareness amongst students of the Studio's position against bullying
- Foster an atmosphere in which students feel comfortable about seeking help and in which they know how to seek help
- Make students aware of strategies for coping with bullying (Self-esteem course)
- Minimise the occurrence of situations in the Studio day which make bullying likely to occur. (For example, by the provision of quiet supervised areas, homework club, Buddy Base, Peer Mediators.)

**Dealing with bullying**

**Aims**

to support and counsel the victim and offer mediation  
 to correct the behaviour of those responsible  
 to provide a prompt but considered response to incidents and collation not relevant information

### Methods

- Use of Pastoral Lead to transform conflict through the mediation process
- Use of Behaviour and Support Contracts if mediation is not successful
- Contact with parents of victim and bully should cases persist
- The use of appropriate counselling strategies including Relate, Self-esteem, Anger Management, one to one counseling where suitable
- Feedback to victims, bullies and other concerned parties about progress made in dealing with the incident.
- Support Contract for the victim.

The Studio's anti bullying code: Who should do what?

#### **Students should:**

- Tell a member of staff if he/she is being bullied or ask someone else to do so if she/he is not able to do so
- Report incidents that they see, confidentially if necessary, and intervene to discourage bullying but only in so far as they do not put themselves at risk
- Know that we will treat the allegation sensitively and seriously. Know that parents could be informed.

#### **Parents should:**

- Be supportive of their child if they are the victim of bullying
- Tell us if your child is being bullied or threatened
- Tell us if your child may be bullying or threatening another child
- Be willing to come to school if requested
- Avoid getting directly involved without being in possession of the full facts

#### **The Studio will:**

- Listen to your child and respect their feelings
- Reassure your child that any allegation will be treated seriously and, as far as possible, his/her safety will be ensured
- Investigate the allegation carefully
- Meet with students as soon as possible, (in most cases on the same day) to begin to resolve the situation
- Contact parents if appropriate
- Monitor the situation. Keep all parties informed
- Require students who continue to bully to adhere to behaviour contract.

It is only by ensuring continually that students, parents and staff are all aware of the policy that this issue can be kept alive. It is, therefore, considered imperative that posters, questionnaires, newsletter inserts and other high profile reminders are in place.

The involvement of parents and Directors is critical in this area. It is also imperative that parents are fully aware of the policy and procedure so that they know what to do themselves or how to advise their child in relation to bullying incidents. An annual monitoring report on bullying will become a part of the Executive Principals reporting to the directors.