



AFC Totton Development Program

Anti-bullying Policy

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also takes into account the DfE statutory guidance “Keeping Children Safe in Education

AFC Totton DP

AFC Totton DP recognises that bullying, especially if ignored or left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying AFC Totton DP will create a safe environment, where students are able to learn and fulfil their potential.

Definition of bullying:

Bullying is “*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally*”. (DfE “Preventing and Tackling Bullying”, July 2017).

- Bullying including online can be:
- Name calling, taunting, mocking or making offensive comments
- Physical bullying e.g. Kicking or hitting
- Taking others belongings
- Offensive graffiti
- Spreading hurtful/untruthful rumours
- Sending offensive message/pictures using a form of media

Forms of bullying covered by this policy:

- Bullying can happen to anyone. This policy covers all types of bullying relating to:
- Race, religion, nationality or culture
- SEND (Special Educational Needs or Disability)
- Appearance or physical/mental health conditions
- Sexual orientation (homophobic or biphobic bullying)
- Young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyberbullying

Policy Aims

This policy outlines what AFC Totton DP will do to prevent and tackle all forms of bullying. At AFC Totton DP we are committed to developing an anti-bullying culture where the bullying of staff or students never tolerated.

This policy links with a number of our other policies:

- Behaviour and relationships Policy
- Complaints Policy
- Equality and Diversity Policy
- Safeguarding and Child Protection Policy
- Whistleblowing Policy

Links to legislation

There are a number of pieces of legislation which set out our respons to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Responsibilities

- Directors and senior staff will:
- Ensure all staff, visitors and students uphold and implement this policy
- Ensure all breaches of this policy are investigated and appropriate action is implemented
- Include Parents/carers to work in partnership with AFC Totton DP

All Staff will:

- Identify and tackle bullying concerns without delay
- Recognise that some staff and students may be more vulnerable to bullying
- Promote an inclusive ethos where strong relationships are developed
- Educate students so they are aware that bullying concerns will be dealt with sensitively and effectively
- Liaise with parents/carers regarding concerns on bullying
- Ensure any complaints relating to bullying is passed to the relevant staff

All students will:

- Treat others, fairly and with dignity, respect and without discrimination
- Report bullying if it happens to them, or they see it happen to someone else
- Use appropriate language, especially when referring to someone's race, gender, religion, sexuality, belief or disability
- Use social media safely and not say or do anything that could harm them or someone else online
- Be kind and respectful to all within the AP

Actions in response to bullying

The following actions may be taken when dealing with all incidents of bullying reported to a member of staff.

- All incidents will be investigated, this may involve the writing of statements
- Consequences/support will be implemented where necessary
- A restorative meeting could be held
- Parents/carers and the home school will be contacted
- AFC Totton DP could provide further education for the instigator

Supporting adults

At AFC Totton DP we take measures to prevent and tackle bullying among students but it is equally important to recognise that bullying towards staff by students, parents or other members of AFC Totton DP will not be accepted.

Adults who have been bullied or effected by a form of bullying will be:

- Taken seriously
- Offered immediate support by the DSL or a director
- Given a chance to give a verbal and written account of the concern
- Offered information on outside agencies that could support

Useful links and supporting organisations

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

Childline: www.childline.org.uk

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

The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND – Special Educational Needs and Disability

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf

DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

Race

Anne Frank Trust: www.annefrank.org.uk