



## Alternative Education

# Anti-Bullying Policy

### Objectives

At Linked-Learning, we have formulated a succinct Anti-Bullying Policy outlines what Linked-Learning will do to prevent and tackle bullying and discriminatory situations/incidents.

This inaugural policy has been drawn up through of DfE Guidelines and examples of good practice

<https://www.gov.uk/bullying-at-school>

[DfE direct Guidance](#)

Whilst the terms and engagement of our learners in our care are different than those for a school or college, we draw parallels between open and transparent good practice that our statutory colleagues work within. We take the law seriously in this respect. This policy complements our Safeguarding Policy, and elements within are interchangeable

### Link-Learning:

- Will discuss, monitor and review our Anti-Bullying policy on a regular basis

- Will ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively; that those pupils feel safe to learn; and that pupils abide by the Anti-Bullying Policy.
- Will ensure that all members of the community are treated with respect.
- Will ensure that staff promote positive relationships and identify and tackle bullying appropriately.
- Will report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Please see our Complaints Policy. Parents/ carers, in turn, are expected to work with us to uphold the Anti-Bullying Policy.
- Will seek to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate. Identified CPD opportunities will be addressed as soon as reasonably possible

## **Definition of bullying**

Bullying is *“Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally.”*

Bullying can include: name-calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.<sup>2</sup> This includes the same inappropriate and harmful behaviours expressed via digital devices (cyber-bullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

## **Forms of bullying covered by this Policy**

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

- Bullying related to race, religion, or culture.
- Bullying related to special educational needs.

- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual and transphobic bullying.
- Cyberbullying.

*1 Adapted from Bullying – A Charter for Action, DCSF*

*2 Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007*

## **Preventing, Identifying, and Responding to Bullying**

Staff at **Linked-Learning** will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Staff will be trained in restorative justice and counselling skills to ensure they deal with incidents as effectively as possible. Continuing Professional Development will identify gaps in practice, and we will work diligently to address this.
- Consider all opportunities for addressing bullying including through the curriculum (i.e., annual Anti-Bullying Week in November each year) through our management of behaviour and restorative justice practices, through displays, through peer support and through conversations with parents and carers where needed.
- Train all staff including volunteer staff, learning mentors and administrative / site staff to identify bullying and follow our policy and procedures on bullying.
- Train all staff and young people at each centre on E-safety.
- Actively create "safe spaces" for vulnerable children and young people. Pupils will be always supervised.
- Use the restorative practice to resolve issues between bullies and the bullied.

## **Involvement of our Young People**

We will:

- Regularly canvas young people's views on the extent and nature of bullying
- Ensure young people know how to express worries and anxieties about bullying.
- Ensure all Young People are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools and settings e.g., Anti-Bullying Week. We are aware that our Young People will need this awareness when making transition back to school, or to college and then a workplace
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied and show pro-active support through behavioural log tracking and isolation of pupils displaying unacceptable behaviour with

1:1 counselling/restorative justice meetings to resolve issues.

- Work with students who have been bullying to address the problems they have.
- Use 'down time' to encourage self-review and peer discussion to resolve issues around bullying and anti-social behaviours.

## **Liaison with Parents and Carers**

We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents/carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the Centres and their boundaries that give rise to bullying.

## **Links with other school policies and practices**

This Policy links with several of our other policies, practices and action plans including:

- Behaviour Policy
- Complaints policy
- The teaching of Citizenship and PSHE Education
- Confidentiality Policy
- The Single Equality Scheme
- The recording of racial and other bullying incidents
- Safeguarding Policy

## **Responsibilities**

This Policy is only effective if it is understood and adopted by all in our centres, that bullying is not tolerated.

It is the responsibility of:

- The Linked-Learning staff to take responsibility in monitoring and reviewing this policy.
- The Director of Linked-Learning to communicate the policy, including monitoring and changes to other staff and in turn to our wider community.
- Pupils to abide by the policy.

## **Monitoring & review, policy into practice**

We will review this Policy at least once a year, in line with our other policies unless we have cause to review earlier.

The school uses the guidance by the DCSF\* and the Anti-Bullying Alliance\*\* to inform its action plan to prevent and tackle bullying.

[Safe to Learn: Embedding anti-bullying work in schools](#)

[Bullying and the law](#)

[National Bullying Helpline](#)

Signed

Date

Director