



## **ESBM**

### **Anti bullying Policy**

Date of review:	September 2020
Next review date:	September 2021
Approved by:	Andrew Flint (ESBM Principal)

**This policy is under pinned by the Core Values of ESBM**

#### **Aims and purposes of the policy**

Bullying of any kind is unacceptable and will not be tolerated at ESBM. At our provision the safety, welfare and well-being of all students and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school to take measures to prevent and tackle any bullying, harassment or discrimination.

#### **ESBM bullying protocol**

1. Student to report issues to a member of staff
2. Member of staff to listen with interest but not to promise confidentiality
3. Member of staff to take appropriate action;
  - Make a written note ASAP
  - Notify line manager

- Notify parents/guardian and schools
- Put into place appropriate anti-bullying strategies

**The nature of bullying can be:**

Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone. Attacking property such as damaging, stealing or hiding someone’s possessions.

Verbal – such as name calling, spreading rumours about someone, using offensive language or threatening someone Psychological such as deliberately excluding or ignoring people.

Cyber – such as using text, email or other social media to write or say hurtful things about someone.

**Bullying can be based on any of the following things:**

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender Sexual orientation (homophobic or biphobic bullying) identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Name calling
- Making threats
- Teasing
- Emotional

Related to home or other personal situation no form of bullying will be tolerated and all incidents will be taken seriously.

**Recognising Signs of Bullying Signs of bullying include:**

- The young person becoming withdrawn
- Deterioration in the young person’s school work
- Erratic attendance or spurious illness
- Persistently arriving late at school
- General unhappiness/depression or anxiety
- Young person wanting to remain with adults

## **Reporting bullying**

Students who are being bullied: If a student is being bullied they are encouraged not to retaliate but to tell someone they trust about it such as a friend, family member or a trusted adult. They should report any bullying incidents in school

Report to a teacher – such as a tutor or a member of the ESBM team

Report to a friend – If you do not feel comfortable telling someone, telling a friend could help and they can report to the necessary person

## **Reporting – roles and responsibilities**

Students: Students should not take part in any kind of bullying and should watch out for the potential signs of bullying among their peers. Students should never be bystanders to incidents of bullying. If students witness bullying they should support the victim, encourage them to report the bullying and if possible, accompany them to tell a trusted adult.

Staff: All staff, both teaching and non-teaching, have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's effort to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform the relevant member of the ESBM team.

Parents and Carers: Parents/guardians should look out for potential signs of bullying such as distress, lack of concentration, illness or other unusual behaviour. Parents/guardians should tell their child not to retaliate and support and encourage them to report the bullying.

Parents/guardians can report the bullying to our head office 0116 4296607

## **Bullying outside of provision**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of provision. Bullying can take place before or after provision hours, at the weekends or during the holidays. The nature of cyber bullying in particular means that it can impact on students' well-being beyond the school day. Students, staff, parents

and carers must be vigilant to bullying outside of provision and report and respond according to their responsibilities as outlined in this policy.