A blue rectangle with a light bulb and a graduation cap

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Anti – Bullying Policy

Refresh Education acknowledges that:

Bullying is “behaviour, usually repeated over time, which intentionally hurts another individual or group, physically or emotionally”.

• One person or a group can bully others.

• Bullying can occur either face to face between individuals or groups or online (cyberbullying), using information technology, such as computers or mobile phones.

Bullying can include:

o verbal teasing or making fun of someone;

o excluding children from games and conversations;

o pressurising other children not to be friends with the person who is being bullied;

o spreading hurtful rumours or passing round inappropriate photographs/images/drawings; o shouting at or verbally abusing someone; o stealing or damaging someone’s belongings;

o making threats;

o forcing someone to do something embarrassing, harmful or dangerous;

o harassment on the basis of race, gender, sexuality or disability;

o physical or sexual assault (all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection procedures).

o prejudice-based and discriminatory bullying In addition:

“Children can abuse other children (often referred to as child on child abuse) and it can take many forms. It can happen both inside and outside of school/college and online. It is important that all staff should be clear as to the school’s or college’s policy and procedures with regard to child-on-child abuse and the important role they have to play in preventing it and responding where they believe a child may be at risk from it.

Bullying is generally characterised by:

• Repetition: Incidents are not one-offs; they are frequent and happen over a period of time. • Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.

• Targeting: Bullying is generally targeted at a specific individual or group. • Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations

• Child-on-child abuse is most likely to include, but may not be limited to:

* bullying (including cyberbullying, prejudice-based and discriminatory bullying);
* abuse in intimate personal relationships between children (sometimes known as ‘teenage relationship abuse’);
* physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
* sexual violence, such as rape, assault by penetration and sexual assault;
* sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment. (Keeping Children Safe in Education – September 2023).
* It can happen both inside and outside of school and online.

Vulnerable students are more likely to be the targets of bullying due to the attitudes and behaviours some young people have towards those who are different from themselves.

Vulnerable students may include, but are not limited to:

• Students with SEND

• Students who are looked after

• Students suffering from a health problem

• Students with caring responsibilities

As a school who caters for students who predominately fall into these categorise, we recognise that staffs ability to recognise, intervene and actively prevent bullying is paramount.

Bullying causes real distress. It can affect a person’s mental and physical health and development and, at the extreme, can cause significant harm.

We all have a role to play in preventing and putting a stop to bullying.

The purpose of this policy is:

* To prevent bullying from happening in our school environment and in the community, as much as possible.
* When bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need.
* To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

We will seek to prevent bullying by:

1. Developing a code of behaviour that sets out how all members of Refresh Education are expected to behave, both in face-to-face contact and online.

2. Delivering a comprehensive curriculum and PSHEE programme to make all students aware of who and where to go in the school for support and by providing a clear message that bullying will not be tolerated.

3. Making it clear that any form of bullying is not acceptable, will never be tolerated and is not an inevitable part of growing up and not ‘just banter’.

4. Holding regular discussions with staff, volunteers, children, young people and families who are linked to Refresh Education to ensure that they understand our anti-bullying policy.

These discussions will focus on:

o everyone’s shared responsibility to look after each other and uphold the behaviour code;

o giving people a chance to discuss their feelings and be listened to;

o respecting the fact that we are all different;

o making sure that no one is without friends;

o dealing with problems in a positive way;

o identifying the most appropriate form of support that is available.

5. Ensuring that complaint and escalation procedures are clear – see Complaints Policy

6. Making sure that staff, volunteers, children and young people, and parents and carers have clear information about our anti-bullying policy, complaints procedure, code of behaviour and anti-bullying procedure.

7. Providing safe spaces for students to access

**How to report bullying**

We want all of our students and parents/carers to be able to share any concerns they have with a member of staff.

You could talk to:

• Any member of staff you feel comfortable talking to.

• You can email any concern through to: info@refresh-ed.co.uk

• There is a link on the main page of the website called ‘Raise My Concern’.

Parents/carers and students can use this link to raise any concern they have. All of our staff have had safeguarding training and know who to pass your concerns on to. Please don’t suffer in silence. We will respond to your concerns within 24 hours.

**Staff training**

All staff should understand, that even if there are no reports in school, it does not mean it is not happening, we follow the understanding that ‘ it could happen here’. As such it is important if staff have any concerns regarding child on child abuse they should speak to their designated safeguarding lead (or deputy).

• It is essential that all staff understand the importance of challenging inappropriate behaviours between peers, many of which are listed below, that are actually abusive in nature.

Downplaying certain behaviours, for example dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys” can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

• All staff have a responsibility to provide a safe environment in which children can learn. Therefore:

* The school ensures that all staff are sufficiently equipped to deal with bullying, including identification of potential signs of bullying such as victims being persistently late, having mysteriously lost belongings, being careless in their work, appearing isolated from peers or acting withdrawn.
* All members of the staff team are trained in restorative justice.
* Staff are aware that some groups are potentially more at risk. Evidence shows girls, children with SEND and LGBT children are at greater risk.
* Children with special educational needs or disabilities (SEND) can be more prone to peer group isolation or bullying (including prejudice-based bullying) than other children.

*Promoting anti-bullying behaviour*

The School:

• Maintains a zero-tolerance approach to bullying and violence.

• Completes regular surveys with pupils to obtain their opinions on the success of antibullying work.

* Encourages and rewards good behaviour
* Staff to report concerns of bullying immediately

Parental involvement:

• Parents/carers reporting bullying incidents either by telephone or email (using the information on the website) are dealt with promptly and feedback on progress and actions are provided within 24 hours, unless there are extenuating circumstances.

• Parents/carers of perpetrators are contacted and their support sought to prevent further incident.

• The police are consulted if necessary.

. • There is a link on the main page of the website called ‘Raise My Concern’.

This Policy is to be read in conjunction with :

* Safeguarding Policy
* Behaviour Policy