



Action Community Enterprises CIC (ACE)

Anti-Bullying Policy



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Action Community Enterprises CIC

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Anti-bullying Policy

Rationale

ACE do not tolerate bullying behaviour under any circumstances and operate a zero tolerance policy. All members of ACE's community have a right to work in a secure and caring environment. ACE actively promotes positive interpersonal relationships between all members of our community and is committed to providing a learning environment that is secure and supportive so that all individuals can develop academically and socially free from fear of ridicule, harassment and physical threat.

If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. Any young person who has been subjected to bullying will be supported and staff will ensure that the victim, other young people and the perpetrator are kept safe.

Scope

This policy applies only to incidents of bullying which take place on ACE's premises. However, ACE has an enduring interest in the welfare and conduct of its students and will respond positively to any information it receives about bullying outside of ACE thus:

If it emerges that a student is responsible for bullying others outside of their time at ACE then this matter will be addressed with the young person's host school and (if appropriate) the bully's parents/carers informed.

If a young person is found to be the victim of bullying outside ACE then help and support will be offered and advice given on how to avoid further incidents in future. The victim's host school and parents/carers will be informed.

Definition

What is bullying?

There are five recognised features of bullying:

- It is deliberate, hurtful behaviour;
- It is repeated over a period of time;

- It is difficult for those being bullied to defend themselves;
- It is difficult for those who bully to learn new social behaviours;
- Those who bully have and exercise power inappropriately over others.

All forms of bullying can be damaging to the development of both the person being bullied and the person bullying. Bullying can take many forms, but the main types are:

Physical	Pushing, hitting, kicking, punching, and taking belongings or an act of violence with intent to harm;
Verbal	Name calling, insulting, threats/intimidation or making offensive remarks;
Indirect	Spreading nasty stories about someone, exclusion from social groups or being made the subject of malicious rumours;
Cyber	Tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted using text messaging, e-mail, instant messaging or any other type of digital technology e.g. social networking sites. Misuse of associated digital technology such as camera and video.

Bullying is not one off fall outs between friends.

Responsibilities

The Responsibilities of Staff

The staff at ACE will:

- Foster in our students' self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students.
- Discuss bullying with all classes, so that every student learns about the damage it causes to both the young person who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
Listen to young people who have been bullied, take what they say seriously and act to support and protect them.

- Report suspected cases of bullying to the Safeguarding lead.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Students

We expect our students to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the student who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

Procedures for dealing with incidents of bullying behaviour

ACE will offer a proactive, sympathetic and supportive response to young people who are the victims of bullying. The exact nature of the response will be determined by individual needs and may include:

- Immediate action to stop the incident and secure the young person's safety
- Positive reinforcement that reporting the incident was the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- Informing host school, parents/carers and any relevant professionals at the earliest opportunity
- Strategies to prevent further incidents
- Sympathy and empathy
- Counselling
- Extra supervision/monitoring
- Peer mediation/peer mentoring
- Adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- Arrangements to review progress.

For the young person who has carried out the bullying:

- Talking about what happened, to discover why they became involved
- Informing their host school, parents/carers and any relevant professionals
- Continuing to work with them in order to modify attitudes, this can include changes to subject groupings or travel arrangements
- Invoking disciplinary actions as appropriate to prevent further bullying.

Recording

Bullying incidents will be systematically recorded and used to identify patterns of behaviour.

Continuing professional development

ACE provide training for all staff in student behaviour management and anti-bullying.

Anti-Bullying Policy - Advice for Students

Bullying can ruin a student's school life and education, so we treat it very seriously. It is a form of anti-social behaviour that has no place at ACE. Bullying can take many forms: physical, psychological or verbal. It can affect the happiness and achievements of the victims, the on-lookers and the bullies themselves. Remember that there may be others being bullied so you will be helping them as well as yourself by talking to someone.

- Try to ignore the person who is attempting to bully you.
- Tell someone what has been happening, even if you have been warned not to. You may go to any adult at ACE. They will want to know and to help.
- Do not retaliate (try to get even) in a physical or verbal way. Walk calmly away from the situation.
- Do not blame yourself.
- If you see someone else being bullied, find an adult and explain what you have seen and heard.
- Do not just ignore bullying. Think about how you would feel in the victim's position. Remember that bullying doesn't go away by itself.
- Make sure that you do not get involved in the bullying as an 'easy' option out of the situation – don't help the bully, help the victim.

Some advice on how to avoid being bullied:

- Be friendly. Friends help you avoid these situations.
- React calmly, walk away to avoid further reaction.
- Think positively about yourself. Be confident.

Some advice on how to avoid being a bully:

- Talk about problems, rather than taking them out on someone else.
- Don't make unpleasant remarks about anybody – even if you intend them as a joke.
- Try to avoid confrontations: find some way and somewhere to cool down.