



Anti-Bullying policy

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GOAL: To foster a safe and inclusive learning environment for all students at ARTS Education, free from bullying and harassment in any form, both online and offline.

1. Introduction

At ARTS Education, we are committed to providing a safe and inclusive learning environment for all students, including those with Special Educational Needs (SEN). We believe that all students and staff deserve to be treated with respect and dignity, free from bullying and harassment. This policy outlines our commitment to preventing and responding to bullying in all its forms.

2. Definition of Bullying

ARTS has a zero tolerance towards bullying of any kind

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is behaviour that is repeated and unwanted, intended to hurt someone emotionally or physically. It can happen online, offline, or in person. It can take many forms, including

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching, serious false/malicious/unfounded accusations
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying is minimised if:

- Everyone has a clear understanding of this policy
- This policy is applied consistently

Key areas where bullying may occur in school:

- Corridor
- Playground/ Unstructured situations
- Dining hall
- Toilets
- Transport
- Moving between lessons
- Classroom

3. Our Commitment

We are committed to:

- Preventing bullying before it happens through education, awareness-raising, and promoting positive relationships.
- Providing support and resources to students who are being bullied or who have witnessed bullying.
- Taking action to stop bullying behaviour when it occurs.

4. Prevention

We will work to prevent bullying by:

- Teaching students about bullying, its different forms, and the impact it can have on others.
- Promoting respect, tolerance, and understanding for all students.
- Building a positive school culture where everyone feels safe and valued.
- Providing opportunities for students to build friendships and positive relationships.
- Training staff to identify and respond to bullying behaviour.

5. Supervision

To minimise the potential for bullying, heightened vigilance is required from all staff members across all school areas. Adequate supervision during break and lunch is crucial for fostering a positive and inclusive school atmosphere. Therefore, a minimum of four staff members will be designated to supervisory roles during these periods.

Effective communication and collaboration are essential to ensure student safety while travelling to and from school. Therefore, the school will remain vigilant on arrival at school and when leaving school, should parents have any concerns we would urge you to contact school to discuss.

6. Point System

ARTS Education uses a points system for multiple aspects within the school, the point system is also used to celebrate:

- Random acts of kindness.
- Compassion.
- Respect.
- Upholding positive values
- Showing the schools spirit

Points are gained and 'banked' to be spent in the school shop.

Pupils do not lose 'banked points', however pupils may not gain all points available to them if poor choices are continued to be made.

Effort into Work/Task	Behaviour/Conduct	Bonus
<ul style="list-style-type: none"> ● Full 2 points for consistent effort ● 1 point for turing poor effort around (may have used $\frac{2}{3}$ opportunities) ● 0 points for no effort and staff have used the full <i>opportunities system</i> 	<ul style="list-style-type: none"> ● Full 2 points for consistent good behaviour ● 1 point for turning behaviour around (may have used $\frac{2}{3}$ opportunities) ● 0 points - stopped others from learning / staff have used the full <i>opportunities system</i> 	Staff are encouraged to give out a bonus point for <ul style="list-style-type: none"> ● caught a pupil being kind ● someone really pushing themselves ● someone exercising self-regulation ● anything that makes you go 'Wow!'

Points are to be given at the end of each lesson and also at the end of break and lunch times.

Points should be recorded in the school Dojo

Each Friday during Lunch time pupil's can chose to spend their points in the *Rewards Shop*

7. Responding to Bullying

If you are being bullied or have witnessed bullying, please tell someone you trust. This could be a Designated Safeguarding lead, teacher, another member of staff, a parent/carer, or a friend.

We will take all reports of bullying seriously and will investigate them thoroughly. We will ensure that all students involved are supported and that appropriate action is taken to stop the bullying and prevent it from happening again.

8. Identifying Vulnerable Students

Vulnerable students are not always easy to spot. Staff make every effort to protect them by:

- Close supervision at all times.
- Enlisting the help of an older student to befriend.
- Mentor/Counsellor support.
- Prompt communication between staff.
- Enabling students to develop self-help strategies/confidence/resilience.

9. Supporting students on the autism spectrum

We use a range of multi-sensory teaching and learning styles. We use a number of common fundamental principles that make for successful teaching of students on the autism spectrum.

These include:

- Intensive, structured and purposeful teaching.
- Clear, unambiguous and explicit instructions and teaching strategies.
- Use of repetition to consolidate.
- Re-teaching in different contexts and in different ways, not assuming that the student has understood because they have repeated or demonstrated something.
- Using a communicative form that the student understands and can use to convey ideas to others i.e. visual, auditory or kinaesthetic learning, giving students the opportunity for learning to be achieved through experience of the world.
- Giving opportunities for learning with a personal meaning that is interesting and motivating.
- A high level of adult support and tuition.
- Access to Mentors and Intervention staff.
- Use of 'time outs' or 'Brain breaks' as required.
- Regular staff training updates regarding ASD.

10. Support for Victims

We will provide support to students who are being bullied, including:

- Open door policy for individual students to report incidents.
- Learning Mentor/Counsellor referral.

- Close supervision at key identified times/areas.
- Allowed into a quiet room by arrangement e.g. break/lunch.
- Awareness raising for parents e.g. phone calls, newsletters.

11. Support for Bystanders

We encourage all students to speak up if they see or hear bullying happening. You can help to stop bullying by:

- Reporting the bullying to a member of staff.
- Supporting the victim.
- Talking to the bully about why their behaviour is wrong.

12. Procedures for dealing with bullying

We will take appropriate action against students who bully others:

1. Referral to pastoral teacher, Designated Safeguarding Lead or Deputy Headteacher to clarify the nature of the alleged incident.
2. Implement the School's Behaviour Policy if action is required – inform members of SLT.
3. Restorative Meeting to resolve for positive resolution.
4. Parents contacted/ invited into school to discuss incidents.
5. Possible involvement of outside agencies.
6. Possible fixed term exclusion. Governors informed.
7. Review of placement.

All above, discussed with the Pastoral Team and Form staff.

All above, documented on CPOMS.

13. Online safety awareness statement

At ARTS Education, we recognise the ever-present intersection of online and offline life, particularly within the realm of bullying. Therefore, our anti-bullying policy extends beyond the school gates to encompass online behaviour and its potential impact on our students.

We uphold the principle that all students deserve a safe and respectful learning environment, both physically and online. Recognizing the anonymity and potential harm of cyberbullying.

Parents/carers of our students should monitor their child's access to and use of mobile devices, games and any other method of exchanging information. There are strict legal guidelines for accessing on-line sites. Parents/carers should be familiar with these.

If parents know that their child has been involved in any upsetting exchange with another student, outside the school day, or had access to inappropriate material, it is their responsibility to deal with that situation as a parent/carer. If parents become aware of any illegal activity or serious behaviour, taking place outside the school day, school strongly encourages them to report this to the police, so that swift action is taken to protect their child.

(See our online Safety Policy for further information)

14. Monitoring and Evaluation

We review the effectiveness of our policy and practices yearly through student feedback, parent feedback and staff reflection.

15. Conclusion

We are committed to making ARTS Education a safe and inclusive school for all students. We believe that everyone deserves to be treated with respect and dignity, and we will do everything we can to prevent and respond to bullying.

Everyone has a role to play in preventing bullying. By working together, we can create a safe and inclusive learning environment for all students at ARTS Education.

16. Additional Resources:

- Childline: <https://www.childline.org.uk/> - Provides support and advice for children and young people.
- Anti-Bullying Alliance: <https://anti-bullyingalliance.org.uk/> - Provides resources and information about bullying prevention.
- Stop Hate UK: <https://www.stophateuk.org/> - Provides support and advice for victims of hate crime.