



## **ANTI-BULLYING POLICY**

<b>LAST REVIEWED</b>	<b>AUGUST 2024</b>
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<b>REVIEWED BY GOVERNORS</b>	
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<b>NEXT REVIEW</b>	<b>AUGUST 2025</b>

## Introduction

Take 1 Studios is committed to providing a safe and supportive environment where all students can learn free from harassment, intimidation, and any form of bullying. This policy reflects our commitment to preventing and addressing bullying in line with the latest government legislation and guidance, including the Department for Education (DfE) guidance on "Preventing and Tackling Bullying" (July 2017), the Equality Act 2010, the Children and Families Act 2014, and Keeping Children Safe in Education (KCSIE) 2024.

### 1. Objectives

- To ensure that all staff, governors, the Board of Directors, parents, and students are aware of the procedures to be followed when incidents of bullying occur.
- To establish a clear framework for identifying and dealing with bullying incidents, ensuring that all cases are handled with sensitivity and discretion.
- To promote a culture where bullying is not tolerated and where everyone is aware of the importance of respect, kindness, and inclusivity.

### 2. Definition of Bullying

#### **Bullying is defined as:**

- \* **Deliberate** - When a person or a group intentionally causes someone else to feel hurt, distressed, threatened, or humiliated.
- \* **Repeated** - Behavior by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

#### Types of Bullying Include:

- \* **Physical** - Hitting, kicking, pushing, taking belongings.
- \* **Verbal** - Name-calling, taunting, mocking, making offensive comments.
- \* **Cyber** - Inappropriate text messaging, emailing, sending offensive or degrading images via phone or the internet.
- \* **Written** - Producing offensive graffiti or any form of written communication intended to harm.
- \* **Social** - Gossiping, excluding people from groups, spreading hurtful and untruthful rumors.

#### **Specific types of bullying include:**

- Bullying related to race, religion, or culture.
- Bullying related to special educational needs, ability, or disability.
- Bullying related to age, gender, pregnancy, or maternity.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation or gender identity (e.g., homophobia, transphobia).
- Bullying related to home circumstances, including young carers or looked-after children.
- Bullying of a sexist or sexual nature.

### 3. Key Facts

- Bullying can involve any student or group, regardless of background or ability.

- Many bullies have themselves been victims of bullying.
- Bullying can be linked to external factors, such as family issues or peer group pressure.
- Bullies may use physical, verbal, or psychological tactics as coping mechanisms for their own distress.

#### 4. Effects of Bullying

##### **Bullying can lead to:**

- Anxiety, depression, or psychosomatic complaints, potentially causing intermittent or long-term absence from school.
- Poor self-esteem, inhibiting students from forming positive relationships and leading to feelings of worthlessness.
- Withdrawal from school activities, isolation, and, in extreme cases, self-harm or suicidal thoughts.

#### 5. Principles

- **Zero Tolerance:** Any form of bullying is not tolerated at Take 1 Studios.
- **Reporting:** Students, parents, and staff need to understand what constitutes bullying and how to report it.
- **Investigation:** All allegations of bullying are investigated thoroughly and sensitively, with clear procedures and sanctions applied consistently.
- **Positive Relationships\*\*:** The school actively works to build positive relationships across the school community.
- **Responsibility:** All students are encouraged to take responsibility for their behaviour and its consequences.

#### 6. Strategies to Minimize Bullying

- **School Ethos:** A strong ethos promoting tolerance, respect, and inclusivity is maintained.
- **Leadership:** Positive leadership from senior staff ensures that bullying is addressed consistently within the school's behavior policy.
- **Curriculum Integration:** Anti-bullying education is integrated into the curriculum through PSHE and other relevant subjects.
- **Awareness and Training:** Regular training for staff raises awareness and equips them with the tools to identify and respond to bullying.
- **Student Empowerment:** Students are taught strategies to deal with bullying, and peer support systems, such as mentoring, are encouraged.
- **Regular Monitoring:** Periodic consultation with students helps to identify any bullying trends, which informs policy updates.

#### 7. Anti-Bullying Procedures

##### **Steps for Staff When an Incident Occurs:**

1. Address the incident immediately, and if serious, report it to a member of the Senior Leadership Team (SLT).

2. Document the incident and any actions taken, then forward this to the appropriate staff member.
3. The relevant staff member should discuss the situation with the involved parties and record any further actions.
4. The SLT member is responsible for further action and ensuring documentation is placed in the appropriate student files.
5. Assign a staff member to support the victim, offering them a safe space to talk.
6. Encourage the victim to cooperate in identifying the bully to ensure future safety.
7. Determine the events leading to the incident and steps to prevent recurrence.
8. Inform both the bully and the victim that the incident has been noted and will be monitored.
9. Conduct individual interviews with students when group bullying is alleged.
10. Collect written accounts from those involved to assist in the investigation.
11. Supervise the involved students closely during the investigation to prevent further issues.
12. Involve the parents of the alleged bully in the investigation process.

## **8. Working with Children Who Bully**

- Behavioural Critique: Ensure the child understands the harm caused by their behaviour.
- Restorative Opportunities: Provide opportunities for the child to make amends and change their behaviour.
- Parental Involvement: Always involve the child's parents in the process.

## **9. Identifying and Working with Victims**

### **Signs of a victim may include:**

- Changes in behaviour, such as withdrawal or isolation.
- Unexplained injuries or damaged belongings.
- Repeated loss of personal items or money.
- A decline in academic performance or school attendance.

### **Support for Victims:**

- Provide protection, reassurance, and support.
- Help them develop self-confidence and strategies to cope with potential future bullying.
- Involve the victim's parents and maintain open communication.

## **10. Bullying Outside Take 1 Studios Premises**

While Take 1 Studios is not directly responsible for bullying outside of school hours or off school premises, we take steps to support students who report such incidents, including:

- Encouraging parents to monitor their child's online activities and report any concerns.
- Cooperating with local authorities, including the police, where necessary.
- Maintaining a policy of collecting all mobile devices at the start of the school day to prevent cyberbullying during school hours.

## **11. Maintaining and Improving Practice**

**Take 1 Studios is committed to:**

- Continuous Improvement: Ongoing initiatives to improve attitudes and behaviour throughout the school.
- Data Collection and Analysis: Regularly collecting and analysing data on bullying incidents to inform practice.
- Staff Training: Providing systematic training for staff on managing behaviour, supporting students, and working with parents.
- Inclusion Training: Ensuring that staff are equipped to address bullying related to race, sexuality, gender, and other protected characteristics.
- Peer Support Programs: Encouraging positive peer pressure and involving students in mentoring and support schemes.
- External Support: Working with external professionals to address the effects of bullying on both victims and perpetrators.

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This policy is reviewed annually to ensure it remains effective and reflects the latest legislation and best practices in safeguarding and anti-bullying measures.