



Anti-Bullying Policy

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Adopted by the Governing Body –

To be reviewed

Anti-Bullying Policy

Statement of intent

We believe that all learners at The Da Vinci Studio School have the right to learn in a safe and secure environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone. It is unacceptable in all its forms and will not be tolerated.

What is Bullying?

Bullying behaviour takes many forms. It may be the act of one individual against another:

Emotional	being unfriendly, excluding, tormenting
Physical	pushing, punching, kicking, hitting or any use of or threat of use of violence
Racist	racial taunts or remarks
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	homophobic taunts/language
Verbal	name-calling sarcasm, spreading rumours, teasing
Electronic	threatening mobile phone messages/calls or emails, insults/abuse/threats/rumours via online chat and network sites.

Or it may be a collective against an individual or a group – scape-goating, deploying peer pressure, isolating.

Objectives

This policy aims to prevent bullying through education, by rapid and sustained response to reports of bullying, and by developing the confidence of victims.

All governors, teaching and non-teaching staff, learners and parents should have an understanding of what bullying is.

All governors teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is being reported.

All learners and parents should know what the school policy is on bullying and what they should do if bullying arises.

Bullying will not be tolerated.

Implementation

School:

All staff and learners have a responsibility to maintain an environment in which learners feel safe and confident to learn. This means that any learner who knows that bullying is happening is expected to tell a member of staff and that member of staff is expected to deal with it promptly and effectively.

The school will introduce an anti-bullying ethos by:

- Teaching about the effects of bullying in tutorial sessions. This will be covered extensively in the Learning 4 Life programme
- Informing learners about the school's anti-bullying policy during induction

- Informing staff about the school's anti-bullying policy in the induction programme

The following steps will be taken when dealing with incidents of bullying:

- If bullying is suspected or reported the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the personal coaches of both parties
- A restorative justice approach will be adopted and the personal coaches will initially attempt to resolve the problem
- Learning Coaches will be kept informed and, if the bullying persists, the tutor should advise the nominated member of the SLG team to become involved, who will invoke disciplinary measures as appropriate

Learners who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their personal coach and/or a learning coach
- Reassurance
- The offer of continuous support – the services of the NHC counsellor may be offered if appropriate

Learners who have bullied will be helped by:

- Discussing what happened
- Discovering why the learner became involved
- Establishing the impact of bullying on the others and the need to change
- Informing parents or guardians to help change the attitude of the learner
- Informing coaches to help change the attitude of the learner

It is important to note that, in some cases, both parties will feel bullied. In all cases, the school will discuss carefully with everyone involved to ascertain what happened and what circumstances led to these events. This will then inform how the bullying is dealt with and resolved.

Bullying will be dealt with within the behaviour for learning framework, with consequences ranging from detention to exclusion.

Monitoring, evaluation and review

The policy will be reviewed annually and its impact and effectiveness will be evaluated.