

Venture Learning

Anti-Bullying Policy

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Document Owner	Rhys Griffiths
Version	1.0
Effective From	21/01/2019
Next Review Date	21/01/2020

Introduction

Venture Learning recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for emotional wellbeing. Preventing and tackling bullying helps to create and maintain a positive learning environment, where young people are able to engage with their education and fulfil their potential.

Bullying can be defined as *"behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally"* (DfE "Preventing and Tackling Bullying", July 2017). Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Bullying includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by Venture Learning as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Venture Learning will create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all. Venture Learning will consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities and ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.

Key Staff and Contacts

Provision Based Contacts

Name	Role
Rhys Griffiths	**Head of Provision**
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Section 1: Roles and Responsibilities

Venture Learning has a responsibility to prevent and tackle all forms of bullying, including:

- Bullying related to physical appearance;
- Bullying of young carers, children in care or otherwise related to home circumstances;
- bullying related to physical/mental health conditions;
- physical bullying;
- emotional bullying;
- sexual bullying;
- bullying via technology, known as online or cyberbullying; and,
- prejudicial bullying (against people/pupils with protected characteristics): race, religion, faith and belief, ethnicity, nationality or culture.

1.1 Head of Provision

Has overall responsibility for:

- ensuring that this policy is reviewed annually;
- communicating this policy to the staff and students of Venture Learning and ensure that parents/carers and all other stakeholders have access to it;
- ensuring that all staff are trained to take appropriate action and respond to bullying concerns; and,
- ensuring that disciplinary measures are applied fairly, consistently and reasonably.

1.2 All staff

It is the responsibility of all staff to:

- recognise that some students may be more vulnerable to bullying and its impact and be vigilant to this;
- intervene by identifying and tackling bullying behaviour appropriately and promptly;
- ensure that students are aware that bullying concerns will be dealt with sensitively and effectively and that everyone should feel safe to learn;
- work closely with parents/carers regarding all reported bullying concerns and seek to keep them informed at all stages;
- openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference; and,
- challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.

1.3 Students

Students at Venture Learning should adhere to the home-provision agreement and ensure that they treat others with respect. They should be supportive towards their peers and not perpetrate, become involved in, or overlook bullying. Students should report any concerns about bullying to a member of staff. If students do become involved with bullying, they should engage with restorative work to ensure that incidents do not recur.

Section 2: Responding to Bullying

2.1 Bullying On-site

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern. The following steps should be taken when dealing with all incidents of bullying reported at the provision:

- Venture Learning will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate;
- a member of leadership staff will interview all parties involved;
- the DSL will be informed of all bullying issues where there are safeguarding concerns;
- the member of staff managing the case will speak with and inform other staff members, where appropriate;
- Venture Learning will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially responsibilities;
- sanctions, as identified within the behaviour policy, and support will be implemented in consultation with all parties concerned;
- if necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm; and,
- a clear and precise account of bullying incidents will be recorded including appropriate details regarding decisions and action taken.

2.2 Cyberbullying

When responding to cyberbullying concerns, Venture Learning will:

- act as soon as an incident has been reported or identified;
- provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again;
- encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation;
- take all available steps where possible to identify the person responsible;
- work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
    - support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content;
    - confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law;
    - requesting the deletion of locally-held content and content posted online;
- ensure that sanctions are applied to the person responsible for the cyberbullying;
- take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need;
- inform the police if a criminal offence has been committed; and,

- provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
    - advising those targeted not to retaliate or reply;
    - providing advice on blocking or removing people from contact lists; and,
    - helping those involved to think carefully about what private information they may have in the public domain.

Section 3: Useful Links and Supporting Organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send__module_final.pdf

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, Religion and Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama:www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual Harassment and Sexual Bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related