

ANTI-BULLYING POLICY

S L Drama Academy CIC

FORWARD

S L Drama Academy CIC - Portway Alternative Provision, is a site for KS1 & KS2 Alternative Provision. It will be referred to as S L Drama Academy CIC AP for the benefit of students and this document.

01 INTRODUCTION

- 01.1** This policy outlines what S L Drama Academy CIC AP will do to prevent and tackle all forms of bullying. S L Drama Academy CIC AP is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

02 LINKS WITH OTHER PROVISION POLICIES AND PRACTICES

- 02.1** This policy links with several Provision policies, practices and action plans including:
- Behaviour Policy
 - Grievance and Disciplinary Procedure Policy
 - Safeguarding Policy
 - Parent and Student Handbook

03 WHAT IS BULLYING?

- 03.1** Bullying can be described as: "hurtful or unkind behaviour which is deliberate, repeated often over a period of time or on isolated occasions, where someone intimidates or harasses another person." Within S L Drama Academy CIC AP we recognise that many of our students are likely to exhibit a range of aggressive behaviours from time to time, but such outbursts may not be bullying behaviour as defined above.

- 03.2** The nature of bullying can be:

Physical - Such as hitting or physically intimidating someone or using inappropriate or unwanted physical contact towards someone.

Attacking Property - Such as damaging, stealing, or hiding someone's possessions.

Verbal - Such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.

Psychological - Such as deliberately excluding or ignoring people.

Cyber - Such as using text, email or other social media to write or say hurtful things about someone.

- 03.3** All staff aim to recognise all forms of bullying:

- Name calling by any means
- Targeted comments about family/friends aimed to hurt
- Use of social media to hurt one another
- Teasing continuously
- Physical abuse e.g., hitting, pushing, pinching, kicking etc.
- Having personal possessions taken or damaged
- Receiving abusive text messages, emails, Facebook comments or other social networking messages
- Being regularly ignored or left out
- Being attacked in any way due to religion, gender, sexuality, disability, appearance, racial or

- ethnic origin
- Being forced to hand over money or possessions

04 FORMS AND TYPE OF BULLYING COVERED BY THIS POLICY

- 04.1** Bullying can happen to anyone. This policy covers all types and 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
 - Prejudicial bullying (against people/pupils with protected characteristics):
 - o Bullying related to race, religion, faith, and belief and for those without faith
 - o Bullying related to ethnicity, nationality, or culture
 - o Bullying related to sexual orientation (homophobic/biphobic bullying)
 - o Gender based bullying, including transphobic bullying
 - o Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Specific Examples of Bullying

Racist Bullying

Racist bullying is an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- bringing racist leaflets, comics or magazines inciting others to behave in a racist way
- racist graffiti or other written insults, even against food, music, dress or customs refusing to co-operate in work or play

Sexual Bullying

This is generally characterised by:

- abusive name calling
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- sexual innuendos and propositions
- pornographic material, graffiti with sexual content
- in its most extreme form, sexual assault or rape

Sexual Orientation

This can happen even if the pupils are not lesbian, gay, transgender or bisexual.

This can be in the form of:

- use of homophobic language
- looks and comments about sexual orientation or appearance

Special Education Needs or Disability (SEND)

Statistically, pupils with SEND are often at greater risk of bullying.

This can be characterised by:

- name calling
- comments on appearance
- comments with regard to perceived ability and achievement levels
- inappropriate physical behaviour

Bullying Through Social Media

This is nationally on the increase and can involve pupils receiving threatening or disturbing messages from known or anonymous callers.

At S L Drama Academy CIC AP we do not allow students to bring mobile phones on site, other than to be left in Head of Provisions desks at the beginning and collected at the end of each day, there is no internet use within the provision for students.

05 RESPONDING TO BULLYING

- 05.1** The following steps may be taken when dealing with all incidents of bullying reported to the AP:
- 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 Provision 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.
 - Senior Management/Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.
 - The DSL will be informed of all bullying issues where there are safeguarding concerns.
 - The Provision will speak with and inform other staff members, where appropriate.
 - The Provision will ensure parents/carer(s) are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
 - Sanctions, as identified within the Provisions 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.
 - Where the bullying of or by pupils takes place off Provision premises or outside of normal Provision hours (including cyberbullying), the Provision will ensure that the Home School are fully investigating the concern. If required, the DSL will collaborate with the Home School. Appropriate action will be taken, including providing support and implementing sanctions in the Provision in accordance with this policy and the Home school's behaviour policy.
 - A clear and precise account of bullying incidents will be recorded by the Provision in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
- 05.2** When responding to cyberbullying concerns, S L Drama Academy CIC AP 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.
 - Ensure that sanctions are applied to the person responsible for the cyberbullying; the Provision will 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.
 - Provide information to staff and pupils regarding steps they can take to protect themselves online.
 - Make any risk assessment amendments if needed.

06 SUPPORTING PUPILS

- 06.1 PUPILS WHO HAVE BEEN BULLIED WILL BE SUPPORTED BY:**
- Reassuring the pupil and providing continuous pastoral support.
 - Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
 - Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
 - Working towards restoring self-esteem and confidence.
 - Providing ongoing support; this may include working and speaking with staff, offering formal counselling, engaging with parents and carers.

06.2 PUPILS WHO HAVE PERPETRATED BULLYING WILL BE HELPED BY:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with the S L Drama Academy CIC 's AP behaviour/discipline policy; this may include official warnings, fixed term or permanent exclusions depending on the severity of the incident.

07 SUPPORTING ADULTS

07.1 S L Drama Academy CIC AP will take measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents, or other staff members, is unacceptable.

07.2 ADULTS WHO HAVE BEEN BULLIED OR AFFECTED WILL BE SUPPORTED BY:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

07.3 ADULTS WHO HAVE PERPETRATED THE BULLYING WILL BE HELPED BY:

- Discussing what happened with a senior member of staff to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised
- If online, requesting that content be removed.
- Instigating disciplinary, civil, or legal action as appropriate or required.

08 PREVENTING BULLYING

08.1 ENVIRONMENT

S L Drama Academy CIC AP 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.
- Recognise that bullying can be perpetrated or experienced by any member of the Provision, including adults and children (child-on-child abuse).
- Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- 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.
- Challenge practice and language (including 'banter') which does not uphold S L Drama Academy CIC AP's values of tolerance, non-discrimination, and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive Provision ethos.

08.2 POLICY AND SUPPORT

S L Drama Academy CIC AP will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate, and reasonable action, in line with existing Provision policies, for any bullying brought to the Provisions attention, which involves or effects pupils, and ensure the Home School is aware and responding to any incidents or concerns - even when they are not on Provision premises; for example, when using public transport or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

08.3 EDUCATION AND TRAINING

S L Drama Academy CIC AP will:

- Train all staff, including teaching staff, support staff to identify all forms of bullying and take appropriate action, following the AP's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, topics, group morning discussions, peer support etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

09 GUIDANCE FOR STUDENTS

09.1 If you are being bullied:

- Remember it is not your fault.
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

09.2 After you have been bullied:

- All bullying is wrong, you do not have to stay silent about it.
- Tell an adult or somebody you trust about what has happened straight away. Adults at S L Drama Academy CIC AP have a responsibility to give you help and support around bullying.
- If you are scared to tell a tutor or adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.

09.3 When you are talking to an adult about bullying be clear about:

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

09.4 If you experience bullying by mobile phone, text messages, social media or on-line gaming or e-mail:

- Don't retaliate or reply.
- Save the evidence do not delete anything.
- Make sure you tell an adult who you trust.
- Contact your service provider or look at their website to see where to report incidents.

- Be careful who you give your mobile phone number or e-mail address to.
- Make a note of exactly when a threatening message was sent.

10 GUIDANCE FOR PARENTS/CARERS

10.1 If you're child has been bullied:

- Calmly talk with your child about his/ her experiences.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/ she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to an adult at S L Drama Academy CIC AP immediately.
- Make an appointment to see a member of the S L Drama Academy CIC AP Team.

10.2 When talking with members of staff about bullying:

- Try to stay calm and bear in mind that the staff member may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action S L Drama Academy CIC AP intends to take.
- Ask if there is anything you can do to help your child or S L Drama Academy CIC AP.
- Stay in touch with the Home school and AP and let them know if things improve as well as if problems continue.

10.3 If you are not satisfied:

- Check with S L Drama Academy CIC AP's anti-bullying policy to see if agreed procedures are being followed.
- Discuss your concerns with S L Drama Academy CIC AP or other parents.
- Make an appointment to discuss the matter with a Director of S L Drama Academy CIC AP and keep a record of the meeting.
- If this does not help write to a Director of S L Drama Academy CIC AP explaining your concerns and what you would like to see happening.
- If you require any further support, please contact the Local Authority.

10.4 If your child is displaying bullying behaviour towards others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see your child's Key Worker and explain the problems your child is experiencing as well as discussing how you can work together to stop him/her bullying others.
- Regularly check with your child how things are going at S L Drama Academy CIC AP.
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

10.5 If your child is experiencing any form of cyber bullying:

- Ensure your child is careful whom they give their mobile phone number, e-mail address' Facebook contact or any social messaging address.
- Ensure your child is careful about setting their Facebook profile and how they use Facebook or other social messaging sites. Seek advice if they need help.
- Check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. Do not delete messages.
- If the bullying involves a pupil from S L Drama Academy CIC AP contact a member of staff at S L Drama Academy CIC AP to report this.
- Contact the service provider to report the incidents.
- If the cyber bullying is serious and a potential criminal offence has been committed, you should consider contacting the police.

11 REVIEW

11.1 We keep this policy under regular review

Review of this Policy	October 2025
Next Review Date	October 2026
Reviewed By	Anna Malik
Position/Role	Director of S L Drama Academy CIC