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Anti-Bullying Policy

Policy Owner: **Sandeep Athwal**

Full Name	Position	Signature	Date	Review Cycle
Sandeep Athwal	Director		16.11.2023	Annual

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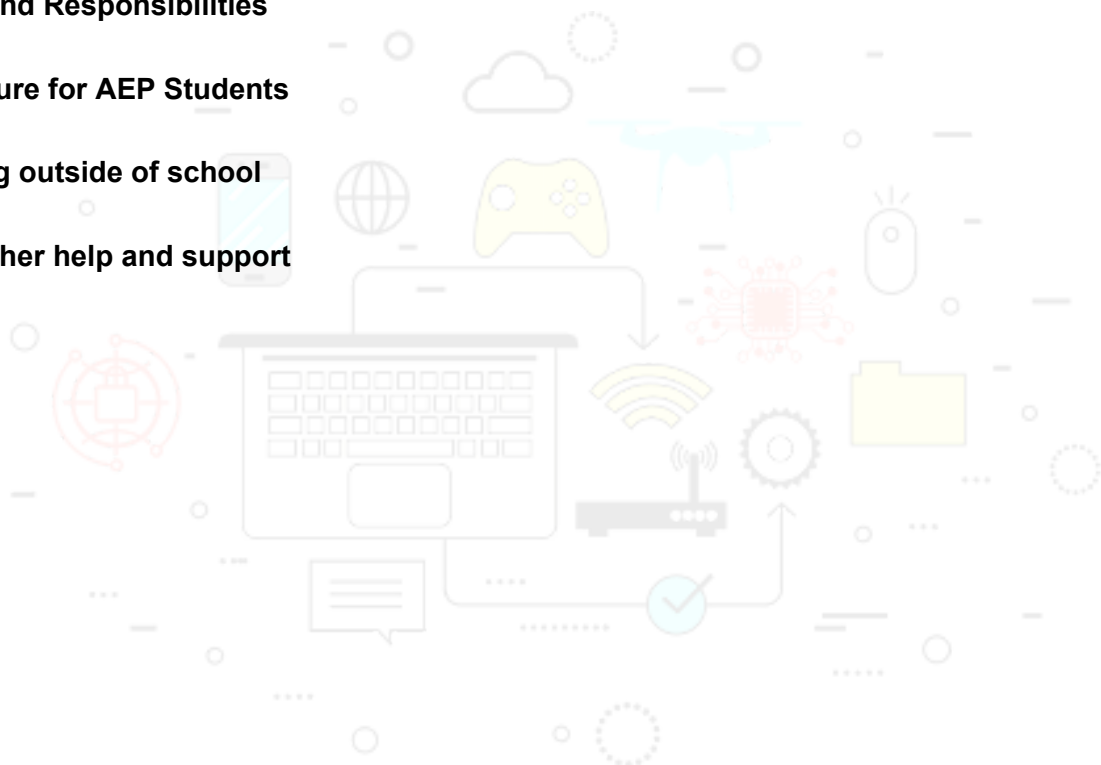
Mission Statement

The School of Coding AEP Limited is a safe, well ordered and caring environment for learning. It delivers high-quality education to all its AEP students and supports them to develop their individual potential for growth, self-worth, and self-control.

High-quality outstanding teaching and clear and consistent guidance and support facilitate AEP students in succeeding in education. Our broad and balanced academic and vocational curriculum will provide AEP students with access to a broad range of accredited qualifications as well as educational and social experiences, which will address their learning and emotional needs. Our purpose is to support every AEP student to develop their true potential, make positive contributions to their families, and find fulfilment in employment.

Values

1. Alternative Provision allows educators to make reasonable adjustments for individual students' needs.
2. Learning is about a journey and there is more than one way to get to the destination
3. Qualifications, manners, respect and opportunity should be the foundations for all students.

High Expectations– AEP students are pushed to achieve beyond their potential, and staff work to ensure everything that we do is better than people expect.

Daring to Dream – at School of Coding AEP Limited we challenge students to reach their potential and go on to further education and employment.

Traditional Values – some things often get forgotten in education, at School of Coding AEP Limited we pride ourselves on mutual respect, good manners, making a positive contribution, supporting one another and an orderly, litter free environment

Success – can come in many virtues, at School of Coding AEP Limited we celebrate the small steps every day and tell students when they are doing well. We ensure that AEP students can have a successful future.

Personalised Support - all students at School of Coding AEP Limited have a tutor who guides them, sets them bespoke targets and supports them in making social and academic progress.

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Anti-bullying Policy

Aim

The aim of this policy is to provide a working document giving clear guidance to staff, parents/ carers and students on strategies to prevent, reduce and respond to bullying, as well as how to work with the victims and perpetrators.

- To encourage and promote the 'no bullying' ethos.
- To demonstrate that we take bullying very seriously and that it will not be tolerated.
- To take measures to prevent all forms of bullying within School of Coding AEP Limited.
- To protect those who might be bullied.
- To demonstrate that the safety and happiness of all students are enhanced by dealing positively with bullying incidents.

Introduction

We are committed to protect all members of our school community from being bullied by providing a caring, friendly, and safe environment so that learning is completed in a relaxed and secure atmosphere. We are committed to creating a climate where bullying behaviour is not accepted by any member of our school community and is reported immediately.

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone, usually repeated over time.

Anti bullying is when everyone in the school understands that bullying is unacceptable. EVERYONE has a part to play in order to stop bullying. We will not tolerate bullying of any kind.

Bullying can be from an individual, or from a group, but the motive is always to upset. We encourage respect for others through the use of good manners, acceptance of differences and having the ability to work alongside all people. We encourage good behaviour and respect for everyone, regardless of race, gender, sexual orientation, disability, religion or belief.

We are a school that does not tolerate bullying. This means that anyone who is aware of bullying should report it immediately. We are committed to listen to students, parents / carers and staff who report issues of bullying and to investigate their concerns.

Staff and students will ensure that careful consideration is given to the prevention of bullying to all, including the students deemed as vulnerable, such as:
- SEND
- LAC
- New students
- SEMH/MEDICAL NEEDS
- Young Carers

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- EAL
- LGBTQ+

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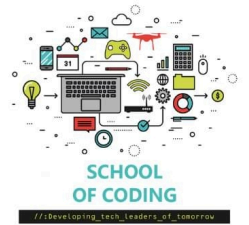
What is Bullying?

We define bullying as the behaviour by an individual or group, which creates or shows a power imbalance. It is usually repeated over time and intentionally hurts another individual or group, either physically or emotionally. Bullying can take the form of physical, verbal, mental, face to face, online and social media.

Bullying can be:

• **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
• **Physical:** pushing, kicking, hitting or using violence.
• **Racist:** racial taunts, inappropriate jokes, graffiti and gestures.
• **Sexual:** unwanted physical contact or sexually abusive comments / gender based violence / sexual harassment.
• **Homophobic/Biphobic:** discriminating against someone because of their sexual orientation.
• **Verbal:** name-calling, sarcasm, spreading rumours and teasing.
• **Cyber:** all areas of social media, such as posting threatening or personal comments / images / videos about someone.
• **Transphobic**: founded on gender identity.
• This list is not exhaustive.

Symptoms of Bullying
It is everyone's role to look out for signs that a child might be being bullied, we ask all parents and staff to be vigilant with this. A student that is suffering from being bullied may exhibit some or all of the following symptoms:

• Becomes concerned about travelling to and from school.
• Is unwilling to go to school or begins to truant or feels ill in the morning.
• Has changes in attitude, behaviour or manner.
• Changes in behaviour for example becomes withdrawn, anxious, aggressive or has a loss of personality.
• Withdraws from social groups and isolates themselves.
• Threatens or attempts suicide or runs away.
• Cries themselves to sleep at night or has nightmares.
• Begins to do poorly in school work.
• Has possessions, including clothes, which are damaged or "go missing".
• Asks for money or starts stealing money.
• Loses money or says money has been lost.
• Has unexplained marks or bruises.
• Is bullying other children or siblings.
• They stop eating.
• Starts to lose confidence.
• They are frightened to say what's wrong.
• Gives improbable excuses for any of the above or is not forthcoming with

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responses.
- They are afraid to use the internet or mobile phone.
- They are nervous and jumpy when a cyber message is received.

These symptoms could also indicate other issues, so it is vital that any concerns are raised immediately.

Roles and Responsibilities

Creating a safe environment is essential for effective learning and ensures that all students' rights to a positive experience are met. Expectations of appropriate student behaviour must be made explicit. This requires a 'whole' school approach which aims to develop a shared awareness and understanding so that a consistent approach to tackling bullying is taken. All members of the school community share the responsibility for preventing and stopping bullying.

Procedure for AEP Students

- Report the bullying to a member of staff as soon as possible.
- All incidents of bullying will be recorded and monitored.
- Understand that staff will not discuss other students' sanctions, but they will inform the victim when they feel the situation is resolved.
- Understand that the school will discuss the issues with the parents/carers.
- In cases of serious incidents, the police might be called upon for advice or to deal with the complaint.
- Be willing to work with staff at School of Coding AEP Limited to stop the bullying from happening, this might include a range of approaches to address the issue.
- School of Coding AEP Limited will work with the bully to address their behaviour.

When an incident of bullying has taken place, it will be monitored and recorded, and staff will complete a risk assessment to assess whether or not anything at school needs to change as a result of the incident.

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Bullying outside of school

If the school becomes aware of any bullying issues outside of school, during term time or school holidays, the school will encourage pupils and parents to contact relevant agencies i.e. Police, Children's Services and CEOP (Child Exploitation and Online Protection).

For further help and support:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
Parent line Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
KIDSCAPE Parents Helpline (Weekdays, 10am-4pm)	0845 1 205 204 www.kidscape.org.uk