

**Anti Bullying Policy**

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| Review Frequency | Annually |

**Introduction**

At Adventure in Learning, we are committed to creating a safe, inclusive, and respectful environment for all pupils. We believe that every pupil has the right to learn and thrive without fear of bullying or harassment. Our anti-bullying policy sets out our commitment to preventing and tackling bullying, and outlines the actions we will take to promote positive relationships and support pupils who have been affected by bullying.

Definition of Bullying:

Bullying is defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can take many forms, including physical, verbal, and emotional. It can also take place online (cyberbullying).

**Aims of the Policy:**

The aims of our anti-bullying policy are to:

* Promote a culture of respect, understanding, and acceptance
* Prevent bullying from occurring
* Respond effectively to incidents of bullying
* Support pupils who have been affected by bullying
* Work in partnership with mainstream schools, parents, carers, and other professionals to prevent and tackle bullying

**Prevention of Bullying**

We recognise that prevention is key to tackling bullying. We will promote a positive school ethos where bullying is not tolerated and pupils are encouraged to speak out and seek help if they experience or witness bullying.

Our approach to prevention will include:

* Promoting a culture of respect, understanding, and acceptance through the curriculum and activities
* Providing training and support for staff to identify and prevent bullying
* Encouraging pupils to report any incidents of bullying to a trusted adult
* Providing regular opportunities for pupils to discuss issues related to bullying in a safe and supportive environment
* Monitoring pupils’ behaviour and intervening early if any signs of bullying are identified

**Response to Incidents of Bullying**

We take all incidents of bullying seriously and will respond promptly and appropriately to ensure the safety and wellbeing of all pupils. Our response will include:

* Listening to and supporting pupils who have been affected by bullying
* Investigating incidents of bullying and taking appropriate action
* Communicating with mainstream school parents and carers to ensure they are informed and involved in the process
* Encouraging pupils who witness bullying to report it to a trusted adult
* Taking appropriate disciplinary action against pupils who engage in bullying behaviour
* Recording and monitoring incidents of bullying to inform our prevention strategies

**Support for Pupils**

We recognise that pupils who have been affected by bullying may require additional support to help them overcome the impact of the bullying. We will provide:

* Access to counselling or other specialist support services if necessary
* Regular monitoring and support to ensure pupils feel safe and supported in school
* Opportunities to discuss their experiences and feelings in a safe and supportive environment
* Reassurance that they will be taken seriously and supported throughout the process
* Support to rebuild relationships with other pupils if appropriate

**Partnerships with Parents and Carers:**

We believe that partnership working with parents and carers is essential in preventing and tackling bullying. We will work closely with parents and carers to:

* Inform them of our anti-bullying policy and procedures
* Encourage them to report any incidents of bullying to school staff
* Work together to resolve incidents of bullying and prevent further incidents from occurring
* Provide support and guidance to parents and carers who have concerns about bullying

**Training and Development**

We recognise that training and development for all staff is key to preventing and tackling bullying effectively. We will provide regular training and development opportunities for all staff to:

* Understand the nature and impact of bullying
* Identify and respond to incidents of bullying
* Develop strategies to prevent bullying from occurring
* Provide effective support to pupils

**Conclusion**

Adventure in Learning is committed to providing a safe and supportive learning environment for all our pupils, free from bullying in any form. We take allegations of bullying very seriously and will take appropriate action to address any incidents that are reported to us. Our Anti-Bullying Policy outlines the steps we will take to prevent bullying, promote positive behaviour, and support victims of bullying. By working together with pupils, parents/carers, and staff, we can create a community that is respectful, inclusive, and welcoming to all.

Reviewed – 20th May 2024