Future Education

Policies

Anti-Bullying Policy			
Date	Review Date	Owner	Nominated Governor
April 2026	April 2027	Chris Baldry	Sharon Moy

This policy is based on the DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2025 and 'Sexual violence and sexual harassment between children in schools and colleges 2021' guidance. Future Education have also referenced and consulted Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

Rationale

At Future Education we are committed to providing a safe and secure environment for all of our students who have social emotional and mental health needs. We understand the background traumas that our students have experienced; loss, bereavement abuse, rejection and exclusion. We want to build secure relationships and support this with understanding the neurological impact their experiences have had on their development so that we can help them navigate school and home life.

We use a trauma informed and attachment-based approach to managing behaviour which recognises that students communicate their needs via their behaviour. We believe that all our students need an emotionally available adult to help them cope with everyday social situations and challenging interactions.

It is a fundamental part of our role that all staff are emotionally attuned to the needs of the students so that where bullying occurs both the victim and perpetrator are managed appropriately and the right support is put in place.

The purpose of this policy is to ensure that every student attending Future Education is safe and able to reach their full potential within an environment that encourages a positive culture free from bullying.

Future Education 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 mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and supportive environment, where students are able to learn and fulfil their potential.

This Policy forms part of the school's whole approach to student behaviour and safety, and should be read in conjunction with the Relationships and Behaviour Policy and the Whole school Safeguarding Policy.

We recognise our responsibilities with regards to the Equality Act 2010 and that preventing and addressing bullying is an important factor in enabling everybody involved with the school to be free from discrimination.

Policy Objectives:

- To support staff and students to identify and protect those who may be bullied and to take measures to prevent bullying in school.

- To ensure that all staff are aware of their duty of care towards students and the need to be alert to the signs of bullying.
- To demonstrate that Future Education takes bullying very seriously and is committed to the safety and happiness of all students
- To ensure that students are able to learn in a supportive, caring and safe environment without fear of being bullied
- To maintain the welfare, health and safety of all students

Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that where disciplinary measures are required they are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly. This involves ensuring that all students are aware of and understand this policy (clear and simple breakdown of the language and content is delivered – for some this will mean with visual support)
- Parents/carers to support their children and work in partnership with the school.
- Students understand their responsibility to be kind to others as part of the school community.

Definition of Bullying

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.

This 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 the school 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.

Responding to Bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- The school 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.
- The Headteacher/Designated Safeguarding Lead (DSL) or another member of leadership staff will talk to all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns. The school will speak with and inform other staff members, where appropriate.

- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
- Consequences, as identified within the school Relationship and 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 students takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is reported to parents and carers and where appropriate, external agencies. If required, the DSL will collaborate with other schools. Appropriate action will be taken in school in accordance with this policy and the school's Relationship and Behaviour policy and Whole School Safeguarding Policy

Cyberbullying

When responding to cyberbullying concerns, the school will:

- Inform the police if a criminal offence has been committed.
- 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. This may include: looking at use of the school systems; identifying and interviewing possible witnesses; Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- Reports to service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete.
- Confiscate and search students' electronic devices, such as mobile phones, in accordance with the law (Future Education School will consult the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the school's powers are always used proportionately and lawfully).
- Ensuring the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Ensure that consequences are put in place for the person responsible for the cyberbullying; as well as ensuring access to any additional help that they may need.
- Provide information for students 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; helping those involved to think carefully about what private information they may have in the public domain.

Possible consequences of bullying.

Where the act of bullying is deemed to have caused significant distress and where the student instigating/ perpetrating this behaviour is unresponsive to intervention, cessation of placement could be a possible outcome.

Future Education will report a criminal act in relation to bullying to the police.

Supporting students

Students who have been bullied will supported using the trauma informed approach:

- An emotionally available adult who will offer a safe space to talk using attuned response to meet relational needs.
- A safe space to be able to go when needed.
- Identified peer support.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns.
- Working towards restoring self-esteem and confidence through Trauma Informed approach – Sessions in the R and R with Therapeutic Youth Worker
- Help to rebuild relationships
- Support around discussions with parents and carers and where appropriate – outside agencies.
- Providing ongoing trauma informed support.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Social Care, or support through the Children and Adolescent Mental Health Service (CAMHS).

Students who have perpetrated bullying will be supported using the trauma informed approach

- One to one sessions with an emotionally available adult - to unpick what has happened.
- Trauma informed sessions in conjunction with parents and carers
- Restorative sessions will be offered at the appropriate time for the victim.
- Providing appropriate psycho- education regarding their behaviour or actions using neuroscience where appropriate
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Social Care, or the Children and Adolescent Mental Health Service (CAMHS).

Preventing Bullying

The whole school community 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 community, including adults and children (peer on peer abuse).
- Recognises the potential for children with SEN and disabilities to be disproportionally 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 the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.

- Recognise that all too often 'The Bully' has been bullied so working sensitively and with understanding will have greater impact to stop the behaviour than imposing sanctions.

Education and Teaching

The school community will:

- Train all staff, including: teaching staff, support staff (e.g. administration staff and site staff) to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Ensure that our PHSE curriculum addresses all forms of bullying across the year groups.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.
- Provide systematic opportunities to develop students' social and emotional skills, including building their resilience and self-esteem.

Involvement of students

Future Education will:

- Involve students in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all students know how to express worries and anxieties about bullying.
- Ensure that all students are aware of the range of consequences which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Utilise student voice in providing student led education and support.
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to students who have been bullied and to those who are bullying to address the problems they have.

Involvement with parents and carers

We will:

- Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website.
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for students, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and review:

Putting policy into practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The head teacher will be informed of bullying concerns, as appropriate.
- The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.

Linked Policies

- Behaviour and relationships policy
- Online Safety Policy
- Admissions Policy

Headteacher:	*Debbie Edwards*	*Date:*	*April 2026*
Chair of Governing Body:	*Daniel Childerhouse*	*Date:*	*April 2026*

APPENDIX B – 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

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- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorativepracticeschools

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_fina l.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/sendcode-ofpractice-0-to-25

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-forchildinternet-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

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- 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
- A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoa litionSchools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespectnobodycampaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/toolsinformation/all-about- bullying/sexual-andgenderrelated/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/toolsinformation/allaboutbullying/sexualand-gender-related