



## Anti-Bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at Twilight Schools.

The DFE defines bullying as behaviour that is; repeated, intended to hurt someone either physically or emotionally and is often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

Bullying may be:

- ❖ physical assault
- ❖ teasing/making threats
- ❖ name calling
- ❖ cyberbullying - bullying via mobile phone or online (e.g. email, social networks and instant messenger)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from Twilight School. Pupils must be encouraged to report bullying in Twilight Schools.

The staff at MEaP Academy must be alert to the signs of bullying and act promptly and firmly against it.

MEaP Academy Twilight School has a legal duty under the Twilight School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation and information recorded

The following steps may be taken when dealing with incidents of bullying:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

A clear account of the incident will be recorded and an interview held with all concerned. Parents will be kept informed. Information must be recorded in the Twilight School database and must include: date, nature of event, who is involved, and action taken including sanctions, staff involved and review date. The pupil database will have a formal bullying record.

The member of staff completing the incident form should share the incident in the Twilight School briefing sessions with the Project Manager who will directly follow up.

Pupils who have been bullied will be supported by offering an immediate opportunity to discuss the experience with a member of staff of their choice, reassuring the pupil, offering continuous support, restoring self-esteem and confidence.

Pupils who have bullied will be helped by discussing what happened, discovering why the pupil became involved, establishing the wrong doing and need to change, informing parents or guardians to help change the attitude of the pupil. Referrals may be made to other supporting agencies.

Disciplinary steps may be taken as per the behaviour policy

Any discipline must take account of special educational needs or disabilities that the pupils involved may have.

Preventing Bullying We will deliver a proactive, preventative programme of anti-bullying education. This programme will be delivered through; Our PHSE Programme/One to One work with young people who display behaviours that may be intimidating to others

MEaP Academy Twilight School will raise the nature of bullying through the curriculum

Incidents of bullying will be reviewed for patterns or trends on a half termly basis

MEaP Academy Twilight School will review this policy and assess its implementation and effectiveness.

## **The law**

Some forms of bullying are illegal and should be reported to the police. These include:

- ❖ violence or assault
- ❖ theft
- ❖ repeated harassment or intimidation, e.g name calling, threats and abusive phone calls, emails or text messages/hate crimes

Call 999 if you or someone else is in immediate danger.

## **Reporting bullying**

Young People and/or parents should report bullying to the Twilight School in the first place - or someone you trust if it happens outside Twilight School, e.g. in a club or online.

Tell the police if the bullying involves a crime.

## **Twilight Schools - reporting bullying**

Twilight School staff will deal with bullying in different ways, depending on how serious the bullying is.

They might deal with it in Twilight School, eg by disciplining bullies, or they might report it to the police or social services.

## **Police - reporting bullying**

Anyone can make a complaint to the police about bullying but it's usually a good idea to speak to your Twilight School first.

If you're reporting cyberbullying, keep a record of the date and time of the calls, emails or texts - don't delete any messages you receive.

Call 999 if you or someone else is in immediate danger.

## **Where to get help and advice**

There are lots of organisations that provide support and advice if you're worried about bullying:

- ❖ Anti-Bullying Alliance
- ❖ Bullying UK
- ❖ Childline
- ❖ The Diana Award
- ❖ Kidscape

## **Supervision and Monitoring of Pupils**

The Board of Management confirms that appropriate supervision and monitoring policies and practices are in place to both prevent and deal with bullying behaviour and to facilitate early intervention where possible.

## **Prevention of Harassment**

The Board of Management confirms that the Twilight School will, in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment of pupils or staff or the harassment of pupils or staff on any of the nine grounds specified i.e. gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

This policy was adopted by the Board of Management on 5<sup>th</sup> April 2018

This policy has been made available to Twilight School personnel, published on the Twilight School website and is otherwise readily accessible to parents and pupils on request. A copy of this policy will be made available to the Department and the patron if requested.

This policy and its implementation will be reviewed by the Board of Management once in every Twilight School year. Written notification that the review has been completed will be made available to Twilight School personnel, published on the Twilight School website and be otherwise readily accessible to parents and pupils on request. A record of the review and its outcome will be made available, if requested, to the patron and the Department.

Signed: \_\_\_\_\_

\_\_\_\_\_  
(Chairperson of Board of Management)

Signed:

(Project Manager)

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date of next review: \_\_\_\_\_