



Anti Bullying policy

Author: JNI

Date: 03.03.24

Review date Spring term 2025





Introduction

At The Phoenix Project, we believe that all forms of bullying are entirely unacceptable. Any and all forms of bullying can harm the wellbeing of students and as such, will never be tolerated or accepted. We take all reports or hurtful behaviour and bullying seriously and will investigate and respond to all allegations. Serious sanctions will be applied where there is evidence of intentional harm being caused to others. Please refer to the behaviour for learning policy with reference to sanctions.

Aims of this policy

The aims of this policy are to:

- Clearly outline our zero tolerance approach to hurtful behaviour and bullying behaviour
- Ensure all stakeholders understand what hurtful behaviour and bully are.
- Provide clear measures to prevent all forms of bullying both inside and outside of school hours where such behaviour impacts students
- Ensure clarity over measures taken to protect and support any students that may be the victims of hurtful behaviour and bullying.
- Ensure incidents of bullying are dealt with consistently through the behaviour for learning policy

Purpose

Every young person has the right to feel safe, feel respected and to be treated with compassion. The purpose of The Phoenix project is to cater for a broad spectrum of students from a range of backgrounds and with a range of experiences. To provide a positive and engaging experience where they feel safe, are able to thrive and enjoy their learning journey, reaching whatever their end goal may be. To do this they must feel able to express themselves in an environment of support, compassion and mutual ambition and feel confident that they will be listened to and be protected from harmful behaviours of others.

Hurtful behaviour and bullying

Bullying behaviour is any repetitive behaviour conducted to cause harm or distress to another student or group of people. There is often an imbalance of power within the relationship between the bully and their victim(s). Bullying behaviour may be classes as such even if the perpetrator does not recognise or realise their behaviour is bullying.

Bullying behaviours may include:

- Physical bullying such as pushing, tripping, hitting, threatening physical violence, taking others possessions or deliberate damage to another student's property.
- Emotional bullying may include being deliberately unkind, excluding or tormenting another student
- Racial bullying such as using racial taunts, gesture or images



- Cyber-bullying such as harassment, deliberate unkindness of taunting using online sources including social networking sites, social apps, email, chat rooms, messaging apps or gaming platforms.
- Verbal (both direct and indirect) may include name calling, sarcasm, teasing or spreading rumours about others.
- Sexual bullying such as making sexual remarks, sharing sexual material, making sexual gestures, unwanted or inappropriate physical contact
- Other bullying behaviour may include any discriminatory behaviours such as homophobic, sexist, anti semitic or other hate related behaviours.

Actions to prevent and stop bullying.

Adults should always be aware that there are a range of signs and symptoms that may be displayed if a student is being bullied and must report and investigate these concerns without delay.

All staff have a responsibility to investigate bullying, this may be as a result of professional suspicion or following an allegation being made.

Prevention

Prevention of any form of hurtful, prejudice or bullying behaviour is our first priority. This is achieved through our extensive SMSC curriculum, delivered through live tutoring, one to one mentoring and booklet based SMSC learning. Compassion and inclusion are two of our core values and are promoted through this and all interactions between staff and students.

We recognise that some students will join The Phoenix Project due to previous experience of bullying behaviour. Bullying behaviour will never be passed off as being part of growing up, be down played as being a joke or any other form of reasoning. We encourage all students to report any incidents of bullying behaviour they see taking place towards others as well as themselves to support their peers and our values of treating everyone with compassion.

Reporting

Any individual can report incidents or suspicions of bullying. Reports can be made directly to any member of staff during one to one mentoring sessions, via email or phone calls. Bullying can also be reported as a safeguarding concern directly to the safeguarding email address safeguarding@thephoenixproject.org.uk.

Process

- All suspicions and allegations must be logged as a potential safeguarding concern by the member of staff receiving the allegation/ report..
- Statements and any supporting evidence must be collated and a record kept by the investigating member of staff
- Families must be kept informed of the investigation and outcomes for their child.
- Once all evidence is collated, the behaviour for learning policy must be applied
- Where an incident has taken place outside of school time and could constitute illegal behaviour, families may be advised to report to the police via a 101 report.



In the event of repeated bullying behaviours that have not been rectified following the application of the behaviour for learning policy, a student will be at risk of their placement being ended, in line with stage 4 behaviour for learning sanctions.

Outside agency intervention

Whenever necessary, we will call on outside agency resources to support the victim or the bully, this may include the police, counsellors, outreach support, behaviour support team. This will always be done in partnership with families.