EK OUTREACH SERVICES

Anti-Bullying Policy

Date adopted	June 2019
Date reviewed	September 2026
Date for review	September 2027

Bullying may become a Safeguarding issue. EK Outreach Services (EKOS) has a strong commitment to anti-bullying and this lies within our firm belief that bullying of any nature goes against our vision and ethos.

Definition*:*

Bullying is “Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”.

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through websites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

1. Principles*:*

It is our duty to produce good citizens. At times, those who bully need guidance as well as the victims who need protecting. This policy outlines what EK Outreach Services will do to prevent and tackle bullying. We take any incident of bullying very seriously and record all incidents. The staff, parents and students regard all forms of bullying as abhorrent and will work hard to completely eradicate this.

EK Outreach Services will:

- Have a consistent approach to any bullying incidents that occur.
- Raise awareness of bullying and promote positive relationships based on mutual respect.
- Seek to involve all staff in the implementation and monitoring of this policy.
- Promote positive action to prevent bullying, through lessons, meetings and related activities.
- Provide support for all members of EK Outreach Services that may be involved in dealing with an incident of bullying.
- Provide appropriate training for both staff and students to support the implementation of the policy across EK Outreach Services.
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.

2. Aims:

We are committed to providing a nurturing, friendly and safe environment for all of our students so they can learn in a positive and secure atmosphere. Bullying of any kind is unacceptable at EK Outreach Services. We recognise that bullying could have serious consequences and all incidents are treated very seriously. If bullying does occur, all students should be able to report it and know that incidents will be dealt with promptly and effectively. All members of EK Outreach services should understand:

- The definition of bullying and that it will not be tolerated.
- The EK Outreach Services policy on bullying and know how to follow it when bullying is reported.
- That support will be given when bullying is reported.
- That through monitoring, reviewing and training, EK Outreach Services aims to develop a positive atmosphere where students feel confident to tell if they are being bullied and that bullies can change.

3. Identifying Bullying

3.1 Types of Bullying:

- Physical – e.g. hitting, kicking, and taking belongings.
- Verbal – e.g. name calling, insulting, racist remarks.
- Indirect – e.g. spreading malicious rumours, excluding individuals from social groups,
- Bullying related to appearance, health conditions, race, ethnicity or faith
- Bullying related to sexual orientation and gender/gender questioning concepts –homophobia and transphobia
- Sexist or sexual bullying
- Cyber bullying

3.2 Definition of Cyber Bullying:

“Cyber Bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of communication, repeatedly over time against a victim who cannot easily defend him or herself.” (Report to the ABA by Goldsmiths College)

- Bullying via websites
- Text message bullying
- Picture/video-clip bullying via mobile phone cameras
- Phone call bullying via mobile phone
- Email bullying
- Chat room bullying through instant messaging (IM)

3.3 Setting & Promoting E-Safety:

Bullying can occur in and out of EK Outreach Services and therefore parents and EK Outreach Services need to work together. A contract is to be completed by each student and every parent agreeing to safe and responsible internet use at EKOS to highlight the responsible use of the internet and promote EK Outreach Services anti cyber bullying message (see E-Safety Policy).

4. Consequences of Bullying:

The lives of students who are bullied are made miserable; they may suffer injury, they may attend erratically, they may lose self-confidence; they are likely to underachieve educationally and socially. Many of the outward signs of bullying can be the same as other indicators of abuse such as:

- Non-accidental injuries (including self-harm or other self-injurious behaviour)
- Low self-esteem, unhappiness, fear, distress or anxiety.

If unchecked, others may come to see bullying behaviour as acceptable within EK Outreach Services. It is not unknown for victims to become bullies of younger or more vulnerable students than themselves. Bullying can and frequently does have long-term effects on victims which may affect their adult lives.

5. Prevention of Bullying:

EK Outreach Services will, through a range of carefully coordinated measures work hard to consistently communicate the abhorrence of bullying and how EK Outreach Services will both deal with and support those who have been bullied. EK Outreach Services is firmly of the belief that prevention is better than cure, so will allocate resources and time to strongly promote a prevention of bullying approach.

5.1 Information to parents, students and the wider community:

At every opportunity, EK Outreach Services will strongly promote its abhorrence of bullying and the steps it will take to robustly deal with any instances.

One key element of this '**don't keep quiet about bullying**.'

5.2 Professional Development and Training*:*

Every staff member will participate in training on how to prevent bullying, how to identify the signs of bullying and what action to take when a suspected incidence of bullying is noted. Every new member of staff, as part of their induction will participate in training and every year EK Outreach Services will spend time re-iterating its approach to bullying in a staff training session.

6. Roles and Responsibilities:

The Proprietor is ultimately responsible for the well-being of all students and staff.

All staff, students and parents should be made aware of the policy alongside awareness being raised of the issues associated with bullying.

The Head of Outreach will

- be responsible for all matters regarding the safeguarding of children, ensuring the Director of Education and Proprietor are kept informed of any incidents.
- all staff are aware of the contents of the 'Anti-Bullying Policy' and that its procedures are adhered to, through regular training
- liaise with appropriate staff to ensure the implementation of EK Outreach Services initiatives to highlight aspects of bullying.
- monitor and record all reports of incidents of bullying.
- liaise with the police as necessary.

Students who violate the rules included in this policy will be sanctioned.

6.1 EK Outreach Services staff have the following responsibilities:

- Staff should be alert to any potential incident of bullying and intervene when instances are noticed.
- Refer the matter to the appropriate member of staff where necessary
- Carry out an investigation of the incident
- Staff should always address minor incidents of disagreement.

6.2 Students have the following responsibilities:

- Inform an adult if they are being bullied
- Inform an adult if they witness bullying
- Intervene when someone is being bullied by making it clear to the bully that their actions are disapproved of.
- Encourage victims to inform an adult if they are being bullied

7. Actions that may be taken:

Bullying is a high-level offence in the EK Outreach Services Behaviour Policy and following appropriate investigation and considering the circumstances and history; any of these strategies can be applied:

- Mediation / Restorative approaches
- Referral for counselling / victim support
- Written or verbal apology
- Parent/carer interviews
- Continued monitoring of victim/bully individually
- Referral to external agencies e.g. Social Services, Educational Psychologist, Youth and Community Met Police
- The use of a programme of personal, social, health and economic education, to raise awareness about the negative effect of bullying and to support the well-being of students.

8. Allegations against staff:

EK Outreach Services believes that all members of the community are entitled to protection from bullying. Inappropriate behaviour between students or staff will not be tolerated and any concerns or allegations of impropriety will be dealt with quickly, fairly and sensitively through the Grievance Procedure Policy.

9. Review:

Management check incidents regularly to identify any potential trends and/or patterns

- We will seek to review this policy at least annually as well as if incidents occur that suggest the need for review.

- EK Outreach Services will continue to use guidance from DfE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

Anti-Bullying Strategy

The core purpose of EK Outreach Services is the personal development and academic achievement of our students. The ethos of EK Outreach Services aims to ensure that our students are safe, happy and prosper as a person and in their academic life. To make this happen, the anti-bullying strategy underpins the Behaviour policy and student code of conduct to ensure students are safe and happy. By achieving this, it makes a significant contribution to giving our students the best environment for academic success.

1. Our anti-bullying stance contributes to the daily life of all students and staff at EK Outreach Services.

2. All staff are vigilant for instances of bullying or potential in all sessions and around the community.

3. All staff act a model of behaviour in their conduct with each other and how they communicate with each other.

4. There is supervision during break and lunchtimes to monitor student activity and interaction where students are with staff in the community.

5. All staff have an open-door policy that they are always ready to listen to students concerns.

Bullying incidents will be logged appropriately. Leaders will monitor this to identify any potential trends and/or patterns.