



Flutterby - Art Therapy & Wellness Centre

Anti-Bullying Policy

Summary & Change Record

Document Reference	Flutterby Anti-Bullying Policy
Version Number	1
Author / Lead / SLT	Eris Fiammetta Grimaldi, Head Teacher Reuben Blakewell, Head Teacher
Date Ratified	15th September 2024
Date of Next Review	September 2025

Version Number	Date	Change Details
1	September 2024	Initial publication

Purpose of the policy

We place great emphasis and take great pride in the relationships we build at Flutterby and every allegation of bullying will be taken seriously. Flutterby does not tolerate bullying, harassment, victimisation or discrimination of any kind and we work hard to prevent these or tackle them if they occur.

Bullying is a whole school issue and we take a whole school approach in response; all students have the right to learn in an environment without fear. We regard all incidences of bullying seriously and in turn expect all staff, students and parents/guardians to play their part in preventing and tackling bullying.

Aims

This policy aims to:

- Try and prevent bullying
- Help staff, students and parents/guardians deal with bullying

Definition of bullying

Bullying is defined as ‘behavior by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally’.

Bullying can take many forms, and is often motivated by prejudice against an individual or particular group for example on grounds of race or culture, religion, disability, gender, sexual orientation. It might be motivated by actual or perceived difference between children.

Emotional bullying can be very damaging, teachers and schools have to make judgements about each specific case.

In bullying, ‘bystanders’ can easily become perpetrators, by passing on or showing to others images or messages designed to humiliate. They may not recognise themselves as participating in bullying, but their involvement compounds the misery for the person targeted. At Flutterby we regard these ‘bystanders’ as accessories who actively support bullying and therefore may take action against them as well.

Different types of bullying

- Physical (pushing)
- Verbal (name-calling, spreading rumours or untruths, taunting, teasing, gossiping, making offensive comments) - this can be face to face, or otherwise
- Personal (releasing personal and real life information, details, photos, locations etc)

Targeting differences

- Social or Psychological (making threats, excluding from groups, tormenting, exploiting known issues, humiliating, ignoring)
- Prejudice-based and discriminatory bullying
- Homophobic/Transgender - focussing on the issue of sexual orientation or gender identity
- Disability - incidents relating to special needs or disabilities
- Racist - taunts relating to race, religion or culture

It is important to note that bullying can also be a single incident. Flutterby takes all acts and types of bullying very seriously.

Preventing bullying

Flutterby aims to prevent bullying by:

- Promoting good behaviour and positive attitudes, including mutual respect and consideration and we make sure that students and staff are aware of our expectations
- Developing a culture in which diversity is celebrated alongside the school taking a proactive role in educating about equality issues
- Developing a culture in which incidents which might demonstrate prejudice or intolerance are tackled and addressed, for example by challenging inappropriate language or behaviour
- Instilling high expectations and demonstrate how to behave towards each other
- Creating methods for students to discuss issues, for example taking students views into account through the lesson feedback forms and an open door policy for students to reach out to the head teachers at any time
- Raising awareness about bullying through opportunities in lessons and events such as anti-bullying week, demonstrating to all that the safety and happiness of students is enhanced by dealing positively with bullying

- Demonstrating that the school takes bullying seriously and that it will not be tolerated by making it clear to all that there are effective procedures for reporting, investigating and tackling bullying
- Encouraging students to report instances of anything they perceive to be bullying
- Promoting an environment where it is not an offence to tell someone about bullying
- Promoting an environment where being an 'upstander' rather than 'bystander' is praised

Possible signs of bullying

All staff, fellow students and parents/guardians should be alert for possible signs of bullying and should contact a member of SLT if they are concerned.

- Unwillingness or loss of interest in coming to school
- Change to established habits (e.g. giving up attending a specific lesson, avoiding being around school without teachers present)
- Diminished levels of self confidence
- Anxiety, depression, becoming withdrawn or unusually quiet
- Erratic an unusual behavior that is not usual of the student


Tackling bullying: students

If a student is being bullied we would advise the following:

- Stay calm and try to remain strong. Tell the bully to STOP and remove yourself from the situation
- Speak to a member of SLT as soon as possible. Telling does not make you a 'grass' or 'snitch' but not telling means that bullying is likely to continue
- Be assured that any allegation of bullying is taken very seriously and we will act upon it.
- If you feel you are being bullied by a member of staff you should take the same action as if it were another student.

The role of the 'bystander'

- Talk to a member of staff so they can act
- Intervene and stand up for the person being bullied - challenge the behavior and do not simply walk away - be an 'upstander' not a 'bystander'
- Do not add to rumors being spread about a student and be very sceptical of them



There are many opportunities at school which will target both the unacceptable nature of being a perpetrator, but also the importance of not being passive and allowing unkind behaviour to go unchallenged.

Tackling bullying: the school

Each situation is different and the course of action will depend upon the facts and detail. The most important thing is to stop the bullying and ensure the victim is safe. Professional judgment is key in deciding when the time is right to apply more sanctions, but factors such as repeat behaviour, or bullying of a more serious or threatening nature, are likely to define the type of approach required.

All reports of bullying are taken seriously and investigated immediately

- We aim for a positive resolution; revenge is not helpful
- Sanctions may be imposed but guidance will also be available for the perpetrator(s) to help change their behaviour
- Staff will monitor the situation to ensure that the bullying does not continue. If the bullying recurs, further action will be taken
- The school keeps a log of all bullying incidents
- We are committed to being a safe space, with no bullying

Sanctions

The school can issue punishments against bullies as appropriate, This can include;

- Removal from the lesson, or removal from the lesson going forward
- Removal from the school for a period of time or removal from the school permanently

If a student is sanctioned following bullying, they are not entitled to partial or full refund of their tuition paid.

