

London Enterprise Academy

Anti-Bullying Policy



Version: 4.0

Date issued: September 2023

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Principal

Review Date: September 2025

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1.0 Mission Statement

London Enterprise Academy is secondary free school in Tower Hamlets set up by serving teachers, professionals and local parents. Our vision is to create a truly outstanding free school delivering the very best educational opportunities, nurture academic excellence and enhanced ambition in all its pupils, inspire the next generation of professionals and entrepreneurs from diverse backgrounds.

2.0 Statutory Framework

Every school must have measures in place to prevent all forms of bullying. Section 89 of the Education and Inspections Act 2006 states that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst students. These measures are part of the school's behaviour and anti-bullying policies which must be communicated to all students, school staff and parents. Principals have the capacity to discipline students for bullying behaviour even when the student is not on school premises or under the lawful control of school staff.

3.0 Purposes

At London Enterprise Academy we are committed to safeguarding our students and staff by providing a caring and friendly environment to work and learn. Bullying of any kind is not acceptable in school or around the school. If bullying does occur we expect all students who are victims or witnesses to the incident to report this to a member of staff so it can be dealt with promptly and effectively. We are a 'telling school' and anyone who knows about bullying is expected to tell. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

4.0 Mission Statement

The school actively promotes positive interpersonal relations between all members of the school community. This policy has been developed through consultation which involves all members of the school community – children/young people, parents/carers and all school staff.

5.0 Principles:

The school has a zero-tolerance attitude to bullying. In this respect, this policy is intended to achieve, in terms of outcomes;

- **For students:** To learn in a safe and calm environment that is free from disruption and in which education is the primary focus. In addition, this policy is designed to enable students to recognise bullying is occurring, how to get help and when to support a victim. Bullied victims will be listened and reported incidents will be taken seriously and will be thoroughly investigated. Following investigation, the bully will receive appropriate interventions and sanctions
- **For staff:** To effectively perform the multiplicity of roles to enhance learning and teaching of students in a safe, respectful and enriching school
- **For parents/carers:** To be secure that their children are safe, happy, achieving well, fully participating and are gaining skills to enhance their future study and employability

To help meet our principles we have established an effective and efficient system of communication with students, staff, parents and appropriate agencies to provide mutual information, advice and support.

6.0 Definition of Bullying

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.

7.0 The following are examples of bullying which we aim to prevent:

Types of bullying

	Examples of bullying behaviour
Physical	Pushing, hitting, kicking, spitting or threatening violence on the victim in school or after school.
Verbal	Name calling, spreading nasty rumours, cruel teasing or sarcastic comments.
Emotional	Humiliating, excluding, tormenting or use threatening gestures.
Racist	Put-downs directed to new or an established community group, using racist taunts, gestures or graffiti
Sexual	Abusive sexual comments, unwanted contact, homophobic slurs or gestures
Cyber/on-line	Texting or phoning threats, setting up hate websites, posting images that belittle the victim or chat room misuse.

Other actions may be construed as bullying, that are not included in this list.

8.0 Procedures and consequences

- Students must report bullying incidents to staff. Staff, are required to allow students to talk and be listened to in confidence
- All incidents of bullying will be recorded electronically on SIMS, even if the incident is minor
- Bullying and threats must be investigated and immediately stopped. A separate report of the investigation will be sent to the Assistant Principal responsible for anti-bullying, to allow patterns of school bullying to be collated and identified
- The Head of Department or Head of Faculty should be informed if bullying occurs within a particular subject. This should also be recorded on SIMS. The Head of Learning and Learning Mentor are notified via SIMS if bullying behaviour is more generic, and occurs in other subjects or locations around the school
- The victim of bullying will be supported to raise their self-esteem through skills-improving activities or counselling. An attempt will be made to help bullies change their behaviour, helping them to recognise that they are masking a problem which they must deal with by developing cooperation skills
- A range of sanctions (as detailed in the school Behaviour Policy), will be applied to people who bully. Where appropriate, bullies will apologise to their victim and bullies and their victims will be reconciled

- Parents, both of the victim and bully, should be informed in all cases. The former will be reassured that school is dealing with the bullying issue. Parents of the student who is the bully, will be asked to discuss the problem with them and to attend an anti-bullying or an anti-gang course, if appropriate
- In serious cases exclusion will be considered, and if necessary and appropriate, the police will be informed
- We will educate students about the need to report bullying, through our assemblies
- Students can report bullying anonymously and confidentially, via the email address, line tellme@londonenterpriseacademy.org
- A member of staff will check the email every day and the case will be investigated.
- Staff should do their best to prevent bullying before it occurs, by being punctual to lessons and supervisory duties and having a well organised classroom. Staff ought to praise cooperative, inclusive, non-confrontational behaviour; take every opportunity to publicly acknowledge that bullying is not acceptable, and encourage the ethos of 'telling'
- In addition to the HoL, LM and BM, there is a Student Welfare Officer (SWO) in the school, who can also deal promptly with any case referred to them. The students and staff are encouraged to share information and raise concerns. The SWO can organise circle time, mediation and a peer support programme as appropriate and promote a bullying free environment in the school
- The school will also notify our school police officer to provide mentoring and interventions to support the victim and deal with the perpetrators.

9.0 Participation and Consultation Process

There is an on-going consultation process which includes:

- Awareness raising programmes (Curriculum & parent information evenings)
- Survey/questionnaires distributed to pupils, parents and whole school staff
- We will regularly check the views of elected student representatives e.g. class council, school's council or prefects
- Seeking the views of parents at information evenings
- Monitoring evaluation and review

10.0 Responsibilities of all Stakeholders

The Principal is ultimately responsible for the well-being of all students and staff. All staff, students, parents and governors should be made aware of the policy, alongside awareness being raised of the issues associated with bullying in schools.

The LG staff member with responsibility for student participation and who oversees anti-bullying in school has the following responsibilities:

- To ensure all staff are aware of the contents of the 'Anti-Bullying Policy' and that its procedures are adhered to, through information and regular training
- To liaise with appropriate staff to ensure the implementation of whole school initiatives to highlight aspects of bullying awareness, such as Anti-Bullying Week, Safer Internet Day, Stop Cyberbullying Day and other events related to anti-bullying
- To ensure the use of appropriate assemblies to highlight aspects of bullying, and aspects of the PSHE curriculum, concerned with bullying occurrences
- To ensure the appropriate Head of Learning and/or Learning Mentor monitors students involved in bullying and keeps the parents/ carers informed
- To ensure the appropriate Head of Learning and/or Learning Mentor, deals with bullying incidents appropriately

- To monitor and review evidence of bullying from Heads of Learning, classroom teachers, Student Council, the tellme@londonenterpriseacademy.org email address and the School Safeguarding Forum

Heads of Learning, Learning Mentors and Student Welfare Officer Home-School Support Service have the following responsibilities:

- Students are expected to show consideration and respect to all members of the school and local community at all times
- Incidents that constitute bullying should be referred to the victim/bully's Head of Learning or Learning Mentor who will liaise over action to be taken
- The Head of Learning is responsible for clarifying the facts through thorough investigation and taking statements from the bully, any victims and witnesses
- The Head of Learning, having clarified the facts, will inform all parents/carers of the incident, record the incident and liaise with the Assistant Principal with responsibility for anti-bullying regarding the sanction
- Parent/carer interview with Head of Learning, LG staff member or Home-School Support Worker leading to parental assistance in applying support or strategies or deterrents as necessary
- Continued monitoring of the victim/bully individually by Head of Learning or Learning Mentor
- Referral to external agencies e.g. Social Services, Educational Psychologist, Youth and Community Metropolitan Police may be appropriate and will be decided upon by the Head of Learning

School staff have the following responsibilities:

- To be alert to any potential incident of bullying and intervene when instances are noticed
- To address minor incidents of disagreement in the capacity of a subject teacher, form tutor, member of staff on duty or as a classroom based and administrative support worker
- To report any incident of bullying to their line manager or Head of Learning (HoL) as appropriate, in addition to make a record of the incident and actions taken on SIMS
- To promote equality, consistency and shared learning as indicated in the Equal Opportunities policy

Students have the following responsibilities:

- To ensure that previous victims of bullying are not isolated from groups of friends.
- To intervening when someone is being bullied and making it clear to the bully that their actions are disapproved of
- To inform a member of staff that bullying is happening. The peer mediator or peer mentor will provide a quiet environment to allow the recipient of bullying and the bully to have their say when 'ground rules' when for the session are established. During mediation, they will allow both sides to have their say and help each side to understand the position of the other and come to some mutual agreement. Mediators and mentors will alert the HoL, Learning Mentor or Senior Teacher responsible for Student Participation when a situation is unresolved
- To encouraging the victim to join in activities and groups
- To actively listen, consider and participate in discussion on bullying issues in PSHE lessons and form time

Parents and carers have the following responsibilities:

- To report to the relevant Head of Learning should they feel that their child is being subjected to bullying or have concerns about bullying
- To be aware of and support the school's position on anti-bullying
- To work in partnership with the school should a case of bullying involve their child
- Where possible, to contribute in the evaluation of anti-bullying interventions at LEA through parents meetings, email to school and parent information meetings

The Responsibilities of All

Everyone should work together to combat and, hopefully in time, to eradicate bullying.

11.0 Continuous Professional Development of Staff

- Announcements about changes are made at staff briefing and staff INSET's and a draft document is circulated to all staff for comments and amendments. An updated copy of the full anti-bullying policy is circulated to staff when all adjustments are made and approved by the school's senior leadership.
- The staff handbook has a shortened version of the school anti-bullying policy with its focus on identifying bullying and the procedures to follow should an incident occur. The full policy and aspects of relevant policies, teaching and learning practices and curriculum suggestions are found in the RM staff folder entitled 'Anti Bullying'.

12.0 Links with other school policies

The policy links with the following areas:

- Equal opportunities
- Behaviour and Safeguarding: Behaviour policy including Cyber bullying
- Use of ICT
- Health and safety policy

Date Adopted

Signature of chair of Governors

Signature of Principal