



BULLYING: Our School Statement

Bullying is an anti-social behaviour that has no place in our school. Every member of our school family, adult or student, has the right to attend school and feel safe and to return home at the end of the day with body, property and self-respect intact. As a school we take bullying and its impact seriously. Students and families should be assured that known incidents of bullying will be responded to. Bullying cannot be defined as a particular action, as particular actions can be perceived in different ways by the victim. The ethos of our school fosters high expectations of excellent communication and interaction and we will consistently challenge any words, actions or intentions that are perceived as bullying.

Bullying is unacceptable words, intentions or actions used by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally. In other words, bullying at ACE Tiverton is “unacceptable behaviour which occurs ‘lots of times, on purpose’.” Bullying can be short term or continuous over long periods of time. Bullying includes adult to adult, adult to child, child to adult and child to child. Bullying can relate to:

- Race.
- Gender.
- Religion.
- Culture.
- SEN or disability
- Appearance or health condition.
- Home circumstances, including young carers and poverty.
- Sexual orientation, sexism or sexual bullying, homophobia.

ACE Tiverton is committed to minimising all kinds of bullying and all staff are vigilant to changes in our students’ presentation; common signs of a bullied individual are (but not limited to):

- Isolated - does not play or interact.
- Fearfulness, withdrawal and depression.
- Sudden outbursts, mood changes.
- Deterioration in schoolwork.
- Ingratating behaviour with more powerful peers.

In a bullying relationship, there is usually a perpetrator and a victim. However, these roles may become enmeshed, changeable and difficult to separate. At ACE Tiverton, students are encouraged to trust adults and confide in them through the establishment of positive relationships. Staff are always on duty during unstructured times and we have a high level of adult support in classes. We operate a zero tolerance to bullying and the following principles will be followed when we encounter cases of bullying:

- Always respond to bullying.
- Ensure that the victim is safe from harm.
- Isolate the perpetrator and deal with them in line with the behaviour management policy.
- Support both the victim and the perpetrator.
- Discuss bullying openly with all those involved.

- Involve parents wherever bullying is an issue.
- Monitor incidents.

We will:

- Establish a climate of trust which encourages the reporting of any perceived bullying.
- Embed clear procedures should incidents of bullying occur.
- Maintain a high level of awareness of the potential impact of all types of bullying behaviour.
- Enhance students' self-esteem and confidence, strengthening the skills students use to deal with perceived incidents of bullying.
- Work with students identified as behaving in a way that is perceived as bullying to improve their understanding of the effects of their behaviour.

Strategies used to educate and raise awareness of our expectations:

- Inform and educate students in the types of behaviour, language, interactions and responses that can be perceived as bullying.
- Create learning opportunities where students can develop empathy, awareness of different perspectives and understanding of others' points of view.
- Use of assemblies, Personal, Social and Health Education (PHSE) and Mentoring/Student Skills Programme to make clear to all that bullying is not an acceptable learning behaviour.
- Encourage staff and students to be alert, as they move around the College, to the possibilities of bullying; to be prepared to intervene (or find help to intervene).
- Promote respect of all students, staff and visitors to the College.
- Embed and monitor reporting routes for students and staff.
- Take seriously and act upon all reports or allegations of bullying.
- Enable students to seek 'counselling' and providing opportunities for individuals to talk to and be listened to by a member of staff of their choice.
- Use the school brochures, bulletins and other newsletters to ensure that all staff, students and parents are aware that bullying is not acceptable behaviour and that action will be taken should it occur.

Our school ethos and philosophy means that all staff actively encourage students to have respect for themselves, each other and our environment. Good and kind communication is regularly acknowledged and rewarded. Staff will regularly discuss bullying which will help ensure students know that we are serious about dealing with bullying. It also enables leads to open conversations and increased confidence for students to feel comfortable to discuss bullying and report any incidents or concerns about other students' behaviour.

"Prevention is better than..."

Any report of a bullying incident must be shared immediately with the Learning Family Leader, Pastoral Team or a Senior Leader.

ACE Tiverton will not tolerate behaviour towards any member of our community that is abusive, hurtful, violent or aggressive. All members of our school family have the right to learn and work in a safe environment and we will take every step possible to ensure that behaviours contrary to this statement are addressed.