



YOUTH ORGANISATION SINCE 2015

Anti-Bullying Policy

Reviewed: 2026

Anti-Bullying Policy

This document outlines the Anti-Bullying Policy for Aspire in Arts. It aims to create a safe and supportive environment for all students, ensuring that bullying in any form is addressed promptly and effectively. The policy emphasizes the importance of fostering a culture of respect, inclusivity, and understanding among students and staff, while providing clear guidelines on how to identify, report, and manage incidents of bullying.

Purpose

The purpose of this policy is to:

- Promote a safe and positive learning environment for all students.
- Define what constitutes bullying and its various forms.
- Establish clear procedures for reporting and responding to bullying incidents.
- Encourage a culture of respect and support among students and staff.

Definition of Bullying

Bullying is defined as repeated aggressive behaviour that is intentional and involves an imbalance of power or strength. It can take various forms, including but not limited to:

- **Physical Bullying:** Hitting, kicking, or any form of physical aggression.
- **Verbal Bullying:** Name-calling, teasing, or making threats.
- **Social Bullying:** Excluding someone from a group, spreading rumours, or manipulating social relationships.
- **Cyberbullying:** Using digital platforms to harass, threaten, or intimidate others.

Responsibilities

Staff Responsibilities

- **Awareness:** Staff should be trained to recognise signs of bullying and understand the impact it can have on students.
- **Reporting:** Staff must report any incidents of bullying to the designated safeguarding lead immediately.
- **Intervention:** Staff should intervene promptly and appropriately when witnessing bullying behaviour.

- **Support:** Provide support to both the victim and the perpetrator, ensuring that both parties receive the necessary guidance and intervention.

Student Responsibilities

- **Reporting:** Students are encouraged to report any incidents of bullying they experience or witness to a trusted adult.
- **Support:** Students should support their peers and promote a culture of kindness and respect within the school community.
- **Reflection:** Students should reflect on their own behaviour and understand the impact of their actions on others.

Reporting Procedures

1. **Immediate Reporting:** Students should report incidents of bullying to a staff member they trust.
2. **Documentation:** Staff will document the incident, including details of the behaviour, individuals involved, and any witnesses.
3. **Investigation:** The designated safeguarding lead (DSL) will conduct a thorough investigation of the reported incident.
4. **Follow-Up:** After the investigation, appropriate actions will be taken, and follow-up support will be provided to those involved.

Support for Victims and Perpetrators

- **Victims:** Support will be provided to victims of bullying through counselling services – if applicable, peer support groups, and regular check-ins with staff. Bullying should also be reported as a safeguarding concern to the referring school and Local Authority if deemed necessary.
- **Perpetrators:** Those who engage in bullying behaviour will receive appropriate interventions, which may include counselling, behavioural contracts, and restorative practices to address their actions.

Monitoring and Review

This policy will be reviewed annually to ensure its effectiveness and relevance. Feedback from students, staff, and parents/carers will be considered in the review process.

Conclusion

Aspire in Arts is committed to creating a safe and nurturing environment for all students. By implementing this Anti-Bullying Policy, we aim to prevent bullying and promote a culture of respect and support, ensuring that every student feels valued and safe within our community.