

Student Anti-Bullying Policy

Nisai is an inclusive organisation, which supports students, parents/carers, other stakeholders and our staff.

The purpose of this policy statement is:

- to prevent bullying from happening between students who are a part of our organisation
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, students and their families about what we should all do to prevent and deal with bullying.

The definition of bullying from the Department of Education is as follows:

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

Nisai are determined to deal quickly with all incidents of bullying as this can have a detrimental impact on the wellbeing of our student(s). In addition, our commitment to the wellbeing of students means that we will assist students with their knowledge and understanding of anti-bullying, which may affect them in the wider world such as the workplace.

We believe that:

- students should never experience abuse of any kind
- we have a responsibility to promote the welfare of all students, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person’s health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

There are a number of different ways that an individual can be bullied, which include:

- **Physical:** physical assault on someone which can range from intentionally knocking into someone to grievous bodily harm
- **Emotional:** threatening behaviour, teasing and taunting about a specific aspect of their life, for example race or family background
- **Verbal:** name calling, insulting and making offensive remarks
- **Social:** when a group excludes an individual from a peer group
- **Homophobic:** any hostile or offensive action against lesbians, gays, bisexuals or transgenders (LGBTQ+), or those perceived to be LGBTQ+
- **Cyberbullying:** using electronic communications to target an individual or group, through content posted on the internet

Nisai takes cyberbullying very seriously and has a range of activities to prevent and address this issue:

- Monitoring of online discussion forums
- Supervision of instant text chat in live lessons
- Monitoring of secure onsite emails
- Suspension of instant text, email and/or discussion forum access
- Recording and storing evidence of bullying online
- A range of educational activities designed to address cyber-bullying

1.0 Implementation

All forms of bullying are unacceptable and will not be tolerated. Emotional, social and physical damage occurs and demands serious response. All members of staff at Nisai aim to provide a safe and secure environment where everyone can learn without anxiety.

All members of staff establish a climate of trust and respect for all, mutual support and praise for success. Staff will intervene to support the student who is being bullied and will alert the proper authorities if they believe that a young person is being bullied by someone outside of Nisai.

The bully, the victim or target and any bystanders will be interviewed individually. Support will be given to the victim or target and to the bully to identify the negative behaviour, a preferred behaviour and any triggers leading to repeated bullying.

Accurate records of incidents will be recorded. It is essential to follow up after an incident to check the bullying has not started again. This will be done within two weeks and again within the following term. Research shows that bullying can be very persistent and may recur. If students expect follow up, they are unlikely to start bullying again.

If the bullying incidents reveal a pattern of repeated behaviour, the perpetrator's school/parent/carer will be informed of the situation and together will find strategies to support the young person.

2.0 Monitoring and Reporting

Regular reminders will be given to students about Nisai's anti-bullying through awareness days, informal discussions and the student platform.

Any instances of bullying will be reported to the relevant contacts (customer/parent/carer) and logged in a student's Personal Wellbeing Plan (PWP).

3.0 Evaluation

The policy will be reviewed regularly through consultation with students, parents, and teaching staff. Anti-bullying policy research shows that if staff remain vigilant fewer students report being bullied; more students say they would not join in bullying someone else; and more students would tell a member of staff if they were being bullied.

4.0 Strategies to Combat Bullying

4.1 Curricular Approach to Bullying

The curriculum will be used to:

- Raise awareness about bullying and Nisai Learning's anti-bullying policy
- Increase understanding for victims and help build anti-bullying ethos throughout the academy
- Teach students constructively how to manage their relationships with others

4.2 Choosing Strategies for reducing Bullying

Activities may include:

- Group work
- Discussions
- Supportive literature/articles
- Monitoring academy discussion forums
- Mediation by Adults – tell a practitioner
- Mediation by Peers – Bully Buddies

4.3 When tougher measures are required:

- Removal from class
- Withdrawal of privileges

- Fixed period exclusions

Nisai encourages all young people to report bullying of themselves or another to a responsible adult. We work towards a bully free zone. Any instances of bullying will be reported to the relevant customer/parent/carer.

Students are able to contact the Student Services and Support Team for any discussions or to arrange a wellbeing session to discuss any issues or concerns they are having within the lessons.

5.0 Five Key Points

1. Never ignore suspected bullying
2. Don't make premature assumptions
3. Listen carefully to all accounts
4. Adopt a problem-solving approach which moves students on from justifying themselves
5. Follow up repeatedly, checking that the bullying has not resumed

It is appropriate to bear in mind that bullying does not simply occur between young people. It can also happen when a young person bullies an adult, or when an adult bullies a young person or another adult. All such behaviour is unacceptable and should be immediately reported as an incidence of bullying.

6.0 Related Issues

In support of this anti-bullying policy a number of related issues need to be kept under regular review and action taken to remedy any problems, which emerge. These include those outlined below.

- Behavioural management in lessons
- Regular and consistent monitoring and recording.
- The co-ordination of Student Support services and Head of Teaching & Learning to address wider school strategies.

Evaluating Policy

The effectiveness of this policy will be subject to the normal school self-evaluation policies and procedures. It will be reviewed annually by the Senior Management Team and revised as appropriate.

The Policy in Practice

Good practice will include:

- Signposting students to advice on bullying: www.youngminds.org.uk and www.childline.org.uk
- Organising Student activities:
 - Students produce an 'Anti-Bullying Code'
 - Guest speakers to give talk on bullying
 - Annual activities related to National Anti-bullying week
- Parents/carers being made aware of the policy and of extracurricular activities designed to address these issues.

To be reviewed: September 2025