

**Endeavour Federation**  
**Anti Bullying Policy**

<b>Date Completed</b>	December 2024
<b>Review Period</b>	3 years
<b>Policy Statement</b>	<p>The aim of the Policy is to ensure that procedures are in place to challenge bullying effectively, to improve the safety and happiness of students, show the Federation cares and makes it clear to bullies that their behaviour is not acceptable.</p> <p>It is essential that students can learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.</p> <p>Bullying is defined as a deliberate attempt to hurt, tease, torment, threaten or frighten someone, repeated over a period of time, where it is difficult for those being bullied to defend themselves.</p> <p>In our school bullying and any other forms of intimidation such as peer-pressure will not be tolerated. This includes all the protected characteristics of the 2010 Equality Act which includes racism, sexism, homophobia, biphobia and transphobia. All will come to school without fear and will be safe in school.</p> <p>Everyone will be vigilant and will intervene promptly to intervene if there are any signs or reports of bullying including cyber-bullying</p> <p>We seek to:</p> <ul style="list-style-type: none"> <li>• Actively listen to our young people.</li> <li>• Act appropriately on information and advice received in order to ensure that a safe, secure, positive environment exists.</li> </ul>
<b>Implementation and Monitoring</b>	<ol style="list-style-type: none"> <li>1. To ensure that the staff have the necessary knowledge, skills and understanding to consistently deal with bullying in all its forms.</li> <li>2. To provide a system for recording, monitoring and evaluating bullying within School and to reduce the incidence of bullying and intimidating behaviour.</li> <li>3. To aim to meet the training needs of staff and to provide strategies for adults and young people to deal positively with incidences of bullying.</li> </ol> <p>Accordingly the School will:</p> <ol style="list-style-type: none"> <li>1. Produce and publicise this policy for all young people, parents, staff and all involved within our School.</li> <li>2. Involve young people in the development and review of this policy, via:           <ol style="list-style-type: none"> <li>a. School Council</li> <li>b. Individual Keyworker Sessions</li> </ol> </li> <li>3. To make it clear at all levels that everyone has a responsibility for the safety of others.</li> <li>4. To identify and provide appropriate training in how to deal with bullying for all adults and young people. To provide support for victims and bullies.</li> </ol>

	<ol style="list-style-type: none"> <li>5. To raise awareness via assemblies, tutor periods and School Council.</li> <li>6. To ensure that all involved with young people in the Federation maintain positive relationships with them.</li> <li>7. To provide a safe listening environment in which young people have time, space and opportunity to discuss their concerns.</li> <li>8. To provide clear, fair classroom management.</li> <li>9. To review duties and maintain close supervision of 'difficult' areas.</li> <li>10. To keep staff and young people informed of developments and new provisions (e.g. Anti Bullying Training).</li> <li>11. To positively reward co-operative, non-aggressive behaviour.</li> <li>12. To regularly survey young people about bullying issues, places and times when bullying might occur and to provide opportunities for concerns to be voiced at Tutorials or Keyworker Sessions.</li> <li>13. To discuss anti-bullying work with outside agencies where appropriate.</li> <li>14. To have a detailed knowledge of each young person's needs.</li> <li>15. To reward appropriate behaviour.</li> </ol>
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