

## **Anti-bullying policy**

### **1. About this policy**

Ely Classrooms aims to provide a safe space for learning where all individuals are treated with respect.

#### **We aim to:**

- prevent any type of bullying from occurring
- ensure the fast and effective resolution of any bullying that does occur.

### **2. Bullying**

Bullying is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Bullying can take many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online

#### **Confidentiality and Social Media**

To foster a safe and supportive environment, all students at Ely Classrooms are asked to respect the privacy and confidentiality of others. Pupils should avoid sharing details about other students' time at Ely Classrooms on social media. While positive friendships are encouraged, we ask that students be mindful and refrain from any unkind or harmful statements about others, especially those who may be more vulnerable. Any breaches will be addressed in line with our anti-bullying policy.

### **3. Preventing Bullying**

Ely Classrooms aims to provide a safe environment where individuality is celebrated and learners can flourish without fear or harassment, irrespective of their race, religion, gender, sexual orientation, special educational needs, disabilities or other characteristics.

Participation in any of Ely Classrooms' activities is conditional upon being kind and considerate to other learners whether on- or off-site, online or in person. This will be made clear to all learners at the commencement of any activity, placement or course.

#### **Staff will:**

- Model appropriate behaviour
- Positively reinforce kind, considerate behaviour.
- Provide opportunities for exploration, learning and discussion around the issues of diversity, inclusion and respect.
- Support learners to develop skills in both empathy and communication.
- Challenge any unacceptable behaviour.

## **4. Reporting bullying**

### **Learners**

If you are being bullied or you know another learner is being bullied, you must tell someone. Ignoring bullying will only allow it to get worse.

You can tell:

- A parent or carer
- A member of staff at Ely Classrooms
- A member of staff at your school
- Another trusted adult

### **Parents/carers**

If a learner is being bullied, or you are concerned that they might be, please speak to a member of Ely Classrooms staff or a member of your child's school staff at the earliest opportunity.

### **Contact details**

Bullying can be reported to Ely Classrooms staff by:

- Speaking to them during a session
- Emailing [allison@elyclassrooms.co.uk](mailto:allison@elyclassrooms.co.uk)
- Texting/phoning Allison Puranik on 07525 863921

## **5. Responding to reports of bullying**

Ely Classrooms takes bullying seriously and will investigate and take appropriate action whenever bullying. We will ensure support is provided for both victim and perpetrator, as appropriate for their circumstances and needs.

Ely Classrooms will keep records of all allegations and instances of bullying and regularly review these records.

An instance of bullying may result in:

- A formal warning
- A final warning
- Termination of the placement

If it is believed that a criminal offence may have been committed, assistance will be sought from the police.

## **6. Policy review**

This policy will be reviewed annually.

Last review: 04/09/2024.

Next review due by: 04/09/2025

Actions required after any updates:

- Upload to publicly accessible area
- Inform staff, parents and commissioning schools
- Amend/replace hard copies of policy in centre
- Update company policy record