



EAGLE'S NEST
awakening potential, inspiring dreams

Anti-Bullying Policy

Approved on 13th March 2020

To be reviewed by March 2023

Signed:

Signed:

Two handwritten signatures in black ink, one above the other, both appearing to be initials or first names.

Position: Trustee

Position: Trustee

Rationale

Eagle's Nest is completely opposed to any form of bullying and will not tolerate it. All students and staff have the right to learn and work in a secure and caring environment, and also have a responsibility to contribute to making it so.

Mission Statement

We want Eagle's Nest to be a safe place where people feel able to express their individuality without judgement, and where they feel secure.

Definition of bullying

Bullying is defined as deliberate hurtful behaviour repeated over a period of time which makes other people feel uncomfortable or threatened, whether this is intended or not, and where it is difficult for those being bullied to defend themselves. There are four main kinds of bullying: Physical, Verbal, Emotional and Cyber bullying. All of these are equally serious. Bullying can occur for many reasons. Eagle's Nest will take all incidents seriously; we are aware that issues relating to race, religion, culture, sexual orientation, special educational needs or disabilities can unfortunately be common reasons for incidents of bullying. These could include incidents of bullying to staff, and such incidents will be dealt with as seriously as pupil/pupil incidents, but strategies used may differ as appropriate.

Forms of bullying

These could include, but are not restricted to:

- Physical violence, such as hitting, pushing or spitting
- Interfering with another's property by stealing it, damaging it, or hiding it
- Using offensive names to another person
- Teasing
- Spreading rumours about another pupil or his/her family
- Belittling another pupil's ability or achievements
- Writing offensive notes or graffiti about another pupil
- Excluding another pupil from a group activity
- Ridiculing another pupil's appearance, way of speaking or mannerisms
- Using internet, phone or other device to hurt or humiliate another person

What we expect

All members of Eagle's Nest have a responsibility to help ensure bullying is taken seriously and not tolerated in our community.

Staff will

- Encourage self-respect and respect for others
- Discuss bullying when appropriate
- Be alert to signs of distress possibly caused by bullying
- Listen to a student who says they have been bullied, and act appropriately
- Report suspected cases of bullying to the Director, or, if it is she who is accused of bullying, to a Trustee

Students will

- Refrain from becoming involved in any type of bullying
- If it is safe to do so, intervene to protect a student who is being bullied
- Report to a member of staff any witnessed or suspected instances of bullying
- If a target for bullies, have the courage to speak out and not be willing to suffer in silence

Parents will

- Be alert to any evidence that their child is being bullied
- Report any such instances to Eagle's Nest
- Keep a written record
- Advise their child not to retaliate aggressively

Eagle's Nest will

- Deal with incidents promptly and seriously.
- Interview all involved, logging all details
- Use reconciliation strategies
- Support victims with counselling, mentoring, or other appropriate strategy.
- Take further action in the case of repeat offences, which could include police involvement

Links to other policies:

See also Safeguarding, Whistleblowing