

Anti-Bullying Policy

Crisp Vocational Provision



Crisp Vocational Provision Ltd
Building futures for tomorrow

Written by:	Abbie Watson	Date: January 2024
Approved by:	Emma Williams	
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1. Introduction and aims

Crisp Vocational Provision works to promote an ethos where students are reflective, resilient and responsible. This policy will draw upon these values to illustrate how bullying can be prevented and resolved. Crisp Vocational Provision recognises that students will learn best in a safe and calm community that is free from disruption and in which education is the primary focus. Staff, students and parents/carers have a responsibility to report bullying as soon as possible. They also have a responsibility to implement the preventative strategies outlined in the policy.

This policy aims to:

- Work towards the elimination of bullying at Crisp Vocational Provision
- Enhance the Behaviour Policy which confirms the school expectations;
- Involve all members of the school community in countering bullying;
- Enable students, staff, parents and carers to understand what constitutes bullying and their specific responsibilities;
- Ensure that there are strategies to minimise the risk of peer on peer abuse and procedures;
- Enable parents to feel confident that bullying will be firmly dealt with by the school;
- Inform all members of the school community that bullying behaviour will not be tolerated.

2. Supporting legislation and guidance

- [Data Protection Act 2018](#)
 - The UK General Data Protection Regulation (UK GDPR) – the EU GDPR was incorporated into UK legislation, with some amendments, by [The Data Protection, Privacy and Electronic Communications \(Amendments etc\) \(EU Exit\) Regulations 2020](#)
 - [Keeping Children Safe in Education 2023](#)
 - [Searching, screening and confiscation: advice for schools 2022](#)
 - [Preventing and Tackling Bullying: 2017](#)
 - [Cyber Bullying: Advice for Headteachers and School Staff](#)
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- [No Health without Mental Health](#)
- [Equality Act 2010 and Schools](#)

3. What is bullying?

Any behaviour which makes another person feel uncomfortable or threatened may be seen as bullying – whether intended or not.

At Crisp Vocational Provision, we respond to bullying incidents where the behaviour is repeated.

There are many definitions of bullying but most have three things in common. It is:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for those being bullied to defend themselves

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting, spreading rumours
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	Taunts, comments or remarks, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	<p>Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about appearance, sexual reputation or performance, or inappropriate touching</p> <p>Staff should note that:</p> <ul style="list-style-type: none"> • The practice of 'upskirting' (taking a picture under someone's clothes) is a criminal offence • The dividing line between sexual harassment and sexual assault is not clear cut, and 'unwanted touching' could fall into the latter category. This possibility should be carefully considered when dealing with an incident by the safeguarding team. <p>See the CVP Safeguarding and Child Protection policy for more guidance on this topic.</p>
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing

TYPE OF BULLYING	DEFINITION
Cyber-bullying	<p>Bullying that takes place online, such as through social networking sites, messaging apps, gaming sites, devices or via images, audio, video, or written content generated by artificial intelligence (AI).</p> <p>Cyber-bullying may occur in or out of provision and can happen at all times of the day.</p> <p>Given the extent to which students engage with one another online, staff should be open to the likelihood that any type of bullying may have an online / cyber component that facilitates or encourages the abuse.</p>

Bullying can impact on a person's self-confidence and often creates a cycle of poor performance and further criticism, potentially causing depression, stress, mental or physical ill-health, with consequent absence from school or work.

Bullying is listed as a type of child-on-child abuse in Keeping Children Safe in Education and in Crisp Vocational Provision's Safeguarding and Child Protection Policy. Engagement staff will always liaise with a member of the safeguarding team and consider whether there is a safeguarding concern present by an incident or pattern of bullying behaviour.

Some forms of bullying may break the law and may be reported to the police by Crisp Vocational Provision:

- Violence or assault;
- Theft;
- Repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages, sexual harassment and peer on peer abuse;
- Hate crimes – any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

4. Prevention

Preventing bullying behaviours can be achieved through a range of proactive measures. At Crisp Vocational Provision, we use every opportunity to prevent bullying type behaviours by promoting a culture of mutual respect.

Some of these may include:

- The issue of bullying being addressed in the curriculum through our RSE programme in line with our RSE policy
- Using assemblies to reinforce British Values and the ethos of Crisp Vocational Provision
- Incorporating Anti-Bullying Week into our provision and using this to raise awareness of bullying and reminding staff and students of their responsibilities to report it
- Students hand their mobile phones in at the start of the day
- Staff are trained to be vigilant for any bullying type behaviour, no matter how small
- Posters around Crisp Vocational Provision emphasise the importance of diversity within the provision and wider community
- Working with the wider community such as police/children's services where bullying is particularly serious or persistent to send a strong message that bullying is unacceptable and will not be tolerated at Crisp Vocational Provision.

Crisp Vocational Provision recognises that specific groups of students are particularly vulnerable to bullying. These include children and young people with Special Educational Needs and Disabilities (SEND), young carers, Black and Minority Ethnic (BME), those who are, or thought to be lesbian, gay, bisexual, transgender, queer, questioning, intersexual, asexual or pansexual (LGBTQ+). As such, prevention of bullying considers the specific patterns of discrimination these groups face.

5. Tackling Bullying

At Crisp Vocational Provision, the consequences of bullying will reflect the seriousness of the incident. All sanctions will be applied fairly, consistently and reasonably – after careful consideration of possible contributing factors such as special educational needs, disabilities or other vulnerabilities of both the victim and perpetrator.

These may include:

- Restorative justice meetings
- Parent & referrer meetings
- Direct work around consequences of bullying
- Sanctions as set out in the behaviour policy
- Suspension
- In serious cases or in the last resort, permanent exclusion

The school will support the victim upon finding out about bullying, but will also seek to work with the perpetrator of the bullying in order to prevent further incidents in the future.

6. Reporting Bullying

6.1 Students

Students can report bullying of themselves or someone else in the following ways:

- Speaking to any member of staff at Crisp Vocational Provision
- Speaking to parent/carers and asking them to pass on the information
- Completing the 'Worry Button' form on the website- this can be accessed at any time

6.2 Parents/Carers

Parents/Carers can report bullying of their child or someone else's in the following ways:

- Contacting the main office
- Speaking to our DSL or deputies
- Emailing a member of staff
- Speaking to any member of staff at Crisp Vocational Provision
- Completing the 'Worry Button' form on the website

6.3 Staff

Staff must log all bullying incidents onto Arbor as a behaviour incident. The engagement team will review and action one off incidents accordingly. If a pattern is seen through the behaviour reports, the engagement team and/or engagement lead will record onto CPOMS as a bullying concern.

All reports must include:

- Date and time of incident

- Location
- Students involved (Or staff members)

If staff have concerns regarding a member of staff or themselves being bullied by another member of staff, they should speak to the **headteacher**, if the member of staff is raising a concern involving the headteacher, they can speak to the **proprietor**.

7. Investigation

The investigation into the bullying incident(s) will be conducted by the most appropriate member of staff, depending on the severity of the allegation. This may include an engagement mentor, tutor, senior leadership, or may include external agencies such as the Police.

Any investigation in to alleged bullying will be discreet, sensitive, timely and thorough. The exact timeline of investigations will vary depending on the scenario but will usually include:

- The victims will be talked to along with other witnesses and statements will be taken as soon as possible (please see appendix 1. For witness statement template)
- The accused will be talked to, to get their version of events
- Other staff, students and parents will be involved, where needed
- Parents/carers will be kept fully informed (with respect to privacy and data protection)
- A record will be placed in all the involved students' files
- All students and staff will be made aware that such behaviour will not be tolerated

8. Outcomes

The student who has been bullied will be offered support if they feel they need it. This may depend on the nature and severity of the incident and may include counselling through the AP Taskforce or BeUNotts or in more extreme cases, referral to external agencies such as CAMHS.

Students who have displayed bullying behaviour will be issued sanctions in line with the behaviour policy. These sanctions range will range in severity depending on the incident. Permanent exclusion may be considered where it is deemed bullying has been extreme and particularly damaging.

Parents of those bullied and bullying will be notified of the outcomes of the investigation.

A restorative meeting will be set up to take place as soon as possible. This is the process where both parties get an opportunity to achieve closure through mediation by staff.

9. Links

The websites listed below offer direct links to other sources of information for parents and young people.

Stonewall: www.stonewall.org.uk

Useful information and links on LGBTQ issues.

Anti-Bullying Network: www.antibullying.net

Established by the Scottish Executive. Useful links and reviews for teachers, parents and students on bullying and related issues.

BBC Schools: www.bbc.co.uk/schools

Includes information about bullying.

ChildLine: www.childline.org.uk

Primarily a helpline for children but has useful information and links on bullying. Chips (Childline in Partnership with Schools) encourages schools to support students in setting up anti-bullying projects.

The Children's Society: www.the-childrens-society.org.uk

'Bullying! Information for parents on how to help your child' – leaflet giving information and practical guidance

10. Appendix

Appendix 1.



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Witness Statement

Please use this form if there has been an incident which requires investigating. Students can write for themselves or if they prefer a member of staff to write, please sign in the scribe box.

Witness Name:	Scribe:
Date of incident:	Time:
Who was involved?	
Where did it happen?	
What did you see and hear?	
Signed:	Scribe signature: