

Bullying Policy

A summary of how The Positive Impact Foundation responds to complaints about bullying:

1. Our aspiration is to establish and maintain a community of mutual tolerance and understanding within which bullying does not occur. However, we recognise that as with any human society, there is a danger that bullying will take place. Whenever bullying takes place our aim is to correct the offending behaviour in a swift and lasting manner.
2. We recognise that bullying may be verbal (for example, name calling), physical (for example, one student hitting another), social (for example, being deliberately ignored to isolate an individual) and cyber bullying (for example, using technology as a vehicle for undermining individuals – refer to the e-safety policy). We also recognise that there can sometimes be a complex relationship between the four types of bullying.
3. Incidents will normally be investigated by staff in the first instance. If for any reason a parent or participant is unhappy about the way in which a bullying complaint has been responded to, they should contact the Director, who will investigate.
4. All involved will be asked to provide a written statement.
5. Both sides will be listened to. Hasty judgements not based on clear evidence will be avoided. We will seek to consider both the actual incident and the context in which it has occurred.
6. We will seek to identify whether bullying has taken place, using the definitions in point two and the professional judgement and common sense of all involved.
7. More serious incidents will be referred through The Positive Impact Foundation's Behaviour Policy.
8. All relevant parents will be informed about the incident. At a later stage they will be informed about the way in which The Positive Impact Foundation has dealt with the incident. DFES guidance recommends that complaints of bullying should be responded to within two weeks. Where possible we will seek to respond more quickly, but speed of response must not be allowed to compromise the integrity of the investigation.



9. Sanctions will be imposed as appropriate. These may deduction of rewards or fixed term exclusions. More serious sanctions can only be imposed by the Director. Disciplinary sanctions will be discussed with the parents of the participant concerned. However, we will not break the rules of confidentiality by discussing the case of other participants.

10. If appropriate, external agencies will be involved to support the person being bullied or to offer corrective counselling to the person who is carrying out the bullying.

11. Staff should review participant behaviour following the incident. It may be appropriate to speak to the whole team about lessons that have been learnt.

12. It may be appropriate for the Director to speak to the entire team about a particular incident.

13. The Positive Impact Foundation has now decided to keep a log of bullying incidents in order to detect patterns of behaviour. Any member of staff who deals with an incident of bullying will be required to record the incident in the logbook held by the DSL.

14. The Positive Impact Foundation DSL speaks to all participants and parents about the subject when they join The Positive Impact Foundation. If appropriate, he provides a point of contact for participants who wish to report an incident of bullying to someone who is not their staff member.

15. Bullying is reviewed on an ongoing basis by the Director.

Policy Document Bullying Policy

Updated: J Armson/D Strong

Date: February 2020 - to be reviewed February 2021.

Signed by Director

James Armson