



Anti-Bullying Policy 2025-2026

Onside Education Policy Statement:

At Onside Education, we firmly believe in the right of every community member to express their true selves and to be part of an inclusive, secure, and positive environment. We uphold the principle that everyone under our care is equal and deserves to be treated with dignity. Any form of bullying or discrimination is deemed unacceptable and will not be tolerated within our programmes.

The safety, well-being, and welfare of both our students and staff are of utmost importance in our provisions. We prioritise addressing and preventing any instances of bullying, harassment or discrimination as part of our responsibility as an educational provider. This commitment ensures that all students can fully realise their potential and embark on their life journey with a strong foundation from their school experience.

We actively promote values such as respect and equality, fostering an environment where diversity is celebrated throughout Onside Education. Our goal is to empower students to become responsible citizens, preparing them for life in 21st Century Britain. These values align with societal expectations for our students as they transition from school to further studies or work.

We remain dedicated to enhancing our anti-bullying efforts by consistently monitoring, reviewing, and assessing the effectiveness of our preventive measures.

The Onside Education Charter

All Onside Education students will ...

- Be Kind, respect one another and think before we speak or act against another person.
- Tell someone in authority if we witness or experience bullying, any kind of intimidation or exploitation.
- Use social media responsibly and report all incidents of cyber bullying
- Support fellow students when needed

At Onside Education the staff will ...

- Take all accusations of bullying, intimidation or exploitation seriously and deal with it sensitively.
- Make the bullies and their parents / carers aware of what they are doing.
- Support the victim and the bully
- Educate students on diversity, tolerance and respect

The Nature of Bullying: There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful actions [including aggression];
- Repeated often over a period of time;
- Difficult for victims to defend themselves against.

The nature of bullying can be:

- Physical – hitting, kicking, physically intimidating someone, using inappropriate physical contact towards someone
- Attacking property – such as damaging, stealing or hiding someone's possessions
- Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- Physiological – such as deliberately excluding or ignoring people
- Cyber – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation

Name-calling is the most common direct form, with the most common vehicle being various forms of social media (Cyber Bullying). This may be because of the individual characteristics listed above.

No bullying or discrimination will be tolerated and all incidents will be taken seriously. The above points make explicit the actions, which are deemed as bullying. However, this policy statement aims to make it clear that bullying is a systematic process, quite consciously designed to hurt or frighten another. Bullying is neither a 'one-off' name calling, nor an altercation that occurs in the heat of the

moment, although clearly both these sorts of behaviour are undesirable. It is important that students are guided towards an understanding of what sets bullying apart from other types of undesirable or unpleasant behaviour.

It is vital that students or parents of students who feel they are being bullied, or know someone who is being bullied, should feel able to talk to another member of staff. In order to achieve this at Onside Education, a climate of openness and active support for all members of the community is promoted and encouraged. Students must also know that their concerns will be listened to and acted upon. Every case of bullying must be taken seriously and investigated.

We consider the involvement of families of bullies and victims as crucial to the success of any Anti-Bullying Policy. Parents and carers must be contacted as necessary and should feel free to contact Onside Education to discuss any matters that relate to bullying, whether it is a general concern or one that relates to an individual or group.

Advice Offered to Students:

If you are being bullied or witness someone being bullied:

- Try to stay calm and look as confident as you can;
- Be firm and clear – look them in the eye and tell them to stop;
- Get away from the situation as quickly as possible;
- Tell an adult what has happened straight away.

After you have been bullied:

- Tell a teacher or another adult on our provision;
- Tell your family;
- If you are scared to tell an adult or senior student by yourself, ask a friend to come with you;
- Keep speaking up until someone listens and does something to stop the bullying;
- Use the support Onside Education has to offer, don't blame yourself for what has happened.

When you are talking to an adult be clear about:

- What has happened to you;
- How often it has happened;
- Who was involved;
- Who saw what was happening;
- Where and when it happened;
- What you have done about it already.

Advice Offered to Parents:

What to do if you feel your child is being bullied:

Calmly talk to your child and find out as much as you can.

If possible, try to find out:

- The name, year or tutor group or description of the bully or ring leader if there is a group;
- Where and when the bullying happens;
- What exactly happens [in as much detail as possible];
- How your child has responded so far [what they have said or done];
- Reassure your child that telling you about the bullying was the right thing to do;

Explain that any further incidents should be reported to a teacher immediately.

Then:

- Contact Onside Education to speak to a member of staff, preferably your child's teacher who will know your child best or if they are not available, the director of Onside Education;
- Ask the member of staff to get back in touch when they have managed to find out more;
- You can contact Onside Education via OnsideAP@u-educate.co.uk and you will be put in touch with the relevant member of staff.

An Overview of Strategies for Reducing Bullying:

The following is a list of key strategies used to prevent or reduce bullying. Some strategies may not remain appropriate if there has been violence or serious incidents and in such circumstances tougher measures will be needed in accordance with the Onside Education Behaviour Policy.

Establish a climate of tolerance and respect:

Through assemblies, staff raise awareness of the support mechanisms in place and the key personnel to seek advice from. A variety of Assembly topics are selected to address issues surrounding individual and group behaviour and associated responsibility and consequences.

Co-operative Group Work:

Through the Onside Education programmes, students work together on shared tasks, raising the awareness of co-operation, individual accountability and rights and responsibilities.

Befriending:

This involves assigning selected pupil volunteers to 'be with' or 'befriend' peers who have been referred as needing help and support.

In the Onside Education Behaviour Policy are a range of sanctions to deal with this kind of bullying and this may include:

- Removal from the group/class;
- Withdrawal of break and lunch time privileges;

- paused placements;
- Withholding participation in any trips or sports events that are not an essential part of the curriculum;
- Interviews with parents, students and a school representative; suspensions

Monitoring of Bullying Incidents

The school will monitor the issue of bullying, recording and logging incidents via a 'central log' Spreadsheet and the Onside Education Anti bullying form. Staff will continue with their established practice of keeping a log of daily events, actions and outcomes. As a matter of course, all incidents of racist or discriminatory behaviour should be recorded and communicated to a senior member of staff.

Onside Education will also make any school aware of bullying issues within all Key Stages by reporting on a regular basis.

1. Bullying incident report form

| Incident details | |
|---|---|
| Date of incident | Time of incident |
| Location / event | |
| Where did the incident occur? | <input type="checkbox"/> Classroom <input type="checkbox"/> playground <input type="checkbox"/> Toilet <input type="checkbox"/> Other (specify): |
| Nature / type of incident | |
| <input type="checkbox"/> Extortion <input type="checkbox"/> Written <input type="checkbox"/> Isolation – being ignored or left out <input type="checkbox"/> Possessions – kit taken or damaged <input type="checkbox"/> Physical – being hit or hurt <input type="checkbox"/> Forced into actions against will / hazing <input type="checkbox"/> Verbal – name-calling, taunting, mocking, threatening <input type="checkbox"/> Cyber – online, social media, email, text, posting photos / videos <input type="checkbox"/> Spreading rumours <input type="checkbox"/> Other (specify): | |
| Are there indications that the incident was motivated by any of these? Tick all that apply | <input type="checkbox"/> General appearance / demeanour <input type="checkbox"/> Race / ethnic origin <input type="checkbox"/> Disability / SEN <input type="checkbox"/> Sexual orientation <input type="checkbox"/> Gender / sexism <input type="checkbox"/> Home circumstances <input type="checkbox"/> Religion <input type="checkbox"/> Sports ability |

| Individuals involved | | | |
|----------------------|---------|-----|-------|
| Name | Gender* | Age | Role* |
| | | | |