



Anti-Bullying Policy

Approved on

To be reviewed by June 2029

Signed: 

Position: Trustee

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Rationale

Eagle's Nest is rooted in Christian values of love and acceptance of all. We are 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 have a responsibility to contribute to making it so.

Antibullying 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. Pupil views regarding safety, relationships and bullying are sought regularly and used to inform practice and policy review.

Due to the small size of the provision, high staff-to-pupil ratios and continuous supervision, opportunities for sustained bullying behaviour are significantly reduced. However, the provision recognises that bullying can still occur, including through verbal interactions, relational behaviours, online communication and incidents occurring outside of provision hours.

Definition of bullying

Bullying is defined as deliberate hurtful behaviour repeated over a period of time which results in pain or distress. We also recognise that a single incident may be considered bullying where its impact is significant or where online content can be repeatedly viewed, shared or revisited. 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, gender reassignment, sex, special educational needs or disabilities can unfortunately be common reasons for incidents of bullying. Particular attention will be given to incidents motivated by prejudice or discrimination relating to these protected characteristics under the Equality Act 2010. 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 via:
 - Social media
 - Group chats
 - Gaming platforms
 - Image sharing
 - AI-generated content
 - Fake profiles
 - Sharing edited images or videos

Strategies to support antibullying

All pupils will have the support of the Eagle's Nest staff members. Staff will continuously teach the importance of self-respect and respect for others through their day-to-day practice and highlight specific behaviours which may jeopardise the foundations of the antibullying statement. Bespoke education may be used to support pupils with a lack of understanding of how to live out the antibullying statement.

Data regarding bullying is collected and analysed through our incident report system. Data shows that there are very few bullying incidents at Eagle's Nest. All incidents are followed up swiftly and scrutinised by the senior leadership team before being reported to the allocated link trustee every three months.

Procedures

The combination of small group sizes, high levels of supervision, strong staff-pupil relationships and individualised programmes significantly reduces opportunities for bullying behaviour. Nevertheless, all allegations are investigated thoroughly.

If an incident of bullying occurs the following steps will be used to ensure that all stakeholders are supported appropriately:

1. A member of the senior leadership team is notified of the incident and will assist in resolving any immediate concerns.
2. The incident is fully investigated (will all those concerned spoken to) and recorded on an incident form.
3. Consequences will be decided with support of a member of the senior leadership team.
4. Parents/carers of all pupils involved will be notified of the incident including the support being put in place. Details of all consequences may not be appropriate to share with parents/carers of the other pupils involved due to data protection.
5. Where appropriate, staff will support pupils to have restorative conversations during a future session.
6. All incidents will be analysed by a member of the senior leadership team to ensure that adequate steps are taken and appropriate lessons learned.

Child-on-child sexual violence and sexual harassment

As set out in the government's KCSIE publication, all staff are advised to maintain an attitude of 'it could happen here', and this is especially important when considering child-on-child abuse.

At Eagle's Nest we have a zero-tolerance approach to sexual violence and sexual harassment. Such acts will never be passed off as "banter" or "just having a laugh". We recognise the scale of the national concern regarding harassment and abuse and, thus, understand that even if there are no reports it does not mean it is not happening. All instances of physical behaviour such as grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras and lifting up skirts will be challenged and reported appropriately.

At Eagle's Nest we recognise that our pupils may be at enhanced risk of harm from child-on-child harassment and abuse due to adverse childhood experiences from their past and will take all necessary steps to safeguard them from this, and any other, form of abuse.

Some components of the Eagle's Nest Project will include education around sexual violence and sexual harassment, including understanding of consent. This will be delivered where deemed appropriate, considering age, gender and personal circumstances.

Although incidents such as this may be reported as bullying, all incidents involving child-on-child sexual violence and sexual harassment will be managed in accordance with the Safeguarding Policy.

Additional guidelines for staff, students and parents/carers:

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 (e.g. attendance changes, increased anxiety, withdrawal, increase dysregulation, avoidance of other peers)
- Listen to a student who says they have been bullied, and act appropriately
- Report suspected cases of bullying to the senior leadership team, or, if it is they who are 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/carers 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, Online Safety, Relational and Personal Regulation