



Prime8 Education Anti-bullying Policy

At Prime8 Education we do not tolerate bullying of students or staff. We pursue an active policy of prevention and deal with incidents promptly and effectively when they arise. We expect all members of Prime8 Education to play their part in preventing and, if necessary, identifying and stopping bullying.

Bullying is a term used in many contexts.
There are many definitions, but we consider it to be

- Something hurtful
- Done more than once
- Done deliberately

To be clear, bullying is a repeated pattern of behaviour sustained over a period of time, and not a one-off incident.

There are many forms of bullying, and as a provision we are aware that seemingly trivial incidents may be part of a targeted campaign, and we will take allegations of bullying seriously.

Bullying may be seen through:

- Physical violence and/or threats
- Verbal abuse and/or aggression
- Emotional abuse
- Exclusion from activities
- Damage and/or theft of property
- Inappropriate use of technology such as phones, emails, and websites to cause distress.
(Cyberbullying)

It is our policy to:

- Take all bullying problems seriously
- Support the victim
- Investigate incidents thoroughly and promptly
- Obtain witness information wherever possible
- Work in partnership with parents
- Work in partnership with Referrers, the Police, and other agencies when appropriate
(particularly in the case of cyberbullying)
- Apply appropriate sanctions
- Support the bully to modify their behaviour
- Ensure that appropriate action is taken to prevent further incidents
- Take opportunities to discuss the topic of bullying regularly

Roles and Responsibilities

Students will:

- Give dignity and respect to others
- Report any incidents of bullying to a member of staff

Parents/Carers will:

- Report concerns to the Director or the student's key worker
- Support strategies put in place to help their young person
- Liaise with Prime8 staff to understand what bullying is and the effects it can have

All Staff will:

- Treat all reported incidents seriously
- Report incidents to the appropriate staff member
- Implement any strategies put in place to prevent further incidents
- Use the curriculum to raise awareness of the negative effects of bullying and discrimination
- Investigate allegations alongside management
- Support victims, both immediately and by offering longer-term solutions
- Develop and deliver behaviour modification programmes for those who have shown bullying behaviour, and their victims
- Be directly involved in fostering positive relationships at Prime8 Education and raising awareness of the negative effects of bullying

Prime8 Management will:

- Coordinate strategies to prevent bullying
- Contact Referrers
- Liaise with outside agencies as appropriate
- Investigate allegations alongside other staff
- Take action with regard to persistent offenders
- Oversee liaison with outside agencies
- Ensure that the Anti-Bullying Policy is regularly monitored, evaluated reviewed and discussed with Prime8 Education staff.
- Monitor incidents of bullying and have an overview of incidents
- Send a written report to the commissioning school/academy detailing the allegations and actions taken (a copy will be kept on the students' files for reference)

Date of Completion	1.9.25	Signed:  Debbie Crookes (Tutor)
Date of Ratification	1.9.2025	Signed:  Julie Townsend (Director)

Date of Review	July 2026
Next Review Date	August 2027