



Unit 19, Avenue B, Nottingham, NG1 1DU

FAST FORWARD **Anti-Bullying Policy**

FAST FORWARD is an DJ & Music Studies provision who caters for up to 70 students aged 11-18 years who attend on a different ratio of days a week. We cover NCC and Nottinghamshire schools/partnerships. The students exhibit a variety of complex educational, social, emotional and mental health difficulties, which have impeded personal developmental and educational success.

Some of the students have stated diagnoses. Some of our learners have visited a variety of Alternative Provisions or Schools prior to attending FAST FORWARD. They can arrive at FAST FORWARD very disengaged with education and home life.

Statement of Intent

Fast Forward is committed to providing a caring, supportive and safe environment for all our pupils and staff team. We aim to give all students the opportunity to learn and to develop as caring, confident and maturing young people.

Purpose

FAST FORWARD take advice and look at update's guidelines from Government website:

[Preventing bullying - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

[Keeping Children Safe in Education 2022:KCSIE](#)

- To create a positive ethos for all members of the FAST FORWARD Project
- To make it clear that all forms of bullying are unacceptable
- To deal effectively with bullying incidents
- To support and protect the victims of bullying and ensure they are listened to
- To help and support bullies to change their attitudes, as well as their behaviour and understand why it needs to change. Some pupils may have been excluded from school because of bullying behaviour and their needs should also be recognised and addressed
- To ensure that all members of FAST FORWARD feel responsible for combating bullying
- To educate and incorporate E-Safety to students and staff members

What is bullying?

Bullying can be described as: "hurtful behaviour repeated often over a period of time or on isolated occasions, where someone intimidates or harasses another person."

Within FAST FORWARD we recognise that many of our students are likely to exhibit a range of aggressive behaviours from time to time, but such outbursts may not be bullying behaviour as defined above.



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All staff aim to recognise all forms of bullying:

- Name calling by any means
- Targeted comments about family/friends aimed to hurt
- Use of social media to hurt one another
- Teasing continuously
- Physical abuse e.g., hitting, pushing, pinching, kicking etc.
- Having personal possessions taken or damaged
- Receiving abusive text messages, emails, Facebook comments or other social networking messages
- Being regularly ignored or left out
- Being attacked in any way due to religion, gender, sexuality, disability, appearance, racial or ethnic origin
- Being forced to hand over money or possessions

Specific examples of bullying

Racist bullying

An incident that is perceived to be racist by the victim or any other person, this can be in the form of:

- Verbal abuse, name calling, racist jokes, offensive mimicry
- Physical threats or attacks
- Wearing of provocative badges, insignia or clothing
- Bringing racist leaflets, comics or magazines
- Inciting others to behave in a racist way
- Racist graffiti or other written insults, even against food, music, dress or customs
- Refusing to cooperate in work or play

Sexual bullying

This is generally characterised by:

- Abusive name calling
- Looks and comments about appearance, attractiveness, emerging puberty etc.
- Inappropriate and uninvited touching
- Sexual innuendos and propositions often with a double meaning
- Pornographic material, graffiti with a sexual content
- In its most extreme form sexual assault

Sexual orientation

This can happen even if a young person is not gay, lesbian or bisexual. Just being different or being singled out as a target can be enough:

- Use of homophobic language
- Looks and comments about sexual orientation or appearance

SEN or disability

FAST FORWARD students may have special educational needs for either behaviour or learning and sometimes both. These pupils are often at greater risk of bullying. This can be characterised by;

- Name calling

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- Comments on appearance
- Comments regarding perceived ability and achievement

Cyber bullying

This can be characterised as all forms of bullying using electronic means e.g.:

- Text bullying – can involve pupils receiving threatening or disturbing messages from possibly anonymous callers. It can often involve more than one person and is difficult to trace
- Social network bullying – e.g., Facebook, online games such as Call of duty etc. Now increasingly a problem because of smartphones and blackberries which give them access to the internet at all times. As with text bullying it is very difficult for staff to identify the perpetrator

Strategies for dealing with bullying incidents

Our approach is:

- Student Anti-Bullying Policy (Child Version) – Within Teaching and Induction.
- The curriculum, in particularly PSHE and SMSC (e.g., themed weeks designated to Anti-Bullying to raise awareness)
- Within the Induction; Students sign a Code of Conduct Sheet
- Through E-Safety sessions delivered through the curriculum
- Course team leaders – bullying in the workplace
- Additional Pastoral support - Tutorials
- Work with parents and students
- Support leaflets/posters
- Co-operative group work
- Visits from outside agencies
- All staff to read and know the Key Policies and strategies; see Alternative Use of Technology and E-Safety Policy, GDPR and Safeguarding Policies.

In the case of specific forms of bullying FAST FORWARD will develop specific responses e.g., text bullying – students will be expected to hand phones in during session time if it is felt that the phone is causing an issue.

All staff are expected to provide clear and effective role models to students by:

- Showing respect for all students and colleagues
- Being aware of vulnerable students
- Criticise behaviour rather than the person
- Avoiding favouritism
- Being seen to be fair
- Avoiding labelling
- Challenging pupils who speak or act inappropriately to others
- Actively seeking to develop a culture of praise not blame within each base
- Adopting safe practices in their own use of social networks and mobile phones

Guidance for dealing with incidents of bullying

- All staff will take responsibility for dealing with incidents which fall within the policies definition of bullying and ensure that the victim is listened to and receives support. They should also

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ensure that the bully is informed of the unacceptability of their behaviour and that the incident is reported to a staff member. Refer to DPO (Data Protection Officer) and/or Safeguarding Officer and Director..

- Be mindful of the E-Safety Policy.
- Students will be encouraged to report incidents, may come up in Tutorials or disclosed throughout the day with the Tutor. Reminding them of the Policy.
- Students will be given positive reinforcement that they have done the right thing. Read the Child Version Anti-Bullying Policy.
- Immediate action will be taken to protect and support the victim.
- An ethos of empathy and sympathy.
- Investigation of the incident/s will be carried out.
- Strategies will be put into place to prevent further incidents.
- Parents/carers and schools/key workers informed in a supportive and sensitive manner.
- Work will be undertaken with the bully/bullies.
- Other students reporting incidents of bullying will be supported and listened to.

Guidance for students

If you are being bullied;

- Remember it is not your fault
- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel

After you have been bullied:

- All bullying is wrong, you do not have to stay silent about it
- Tell an adult or somebody you trust about what has happened straight away. Adults at FAST FORWARD have a responsibility to give you help and support around bullying
- If you are scared to tell a tutor or adult on your own, ask a friend to go with you
- Keep on speaking until someone listens and does something to stop the bullying

When you are talking to an adult about bullying be clear about;

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

If you experience bullying by mobile phone, text messages, social media or on-line gaming or e-mail;

- Don't retaliate or reply
- Save the evidence do not delete anything
- Make sure you tell an adult who you trust
- Contact your service provider or look at their website to see where to report incidents
- Be careful who you give your mobile phone number or e-mail address to
- Make a note of exactly when a threatening message was sent.



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Guidance for parents/carers

If your child has been bullied:

- Calmly talk with your child about his/ her experiences
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened
- Reassure your child that he/ she has done the right thing to tell you about the bullying
- Explain to your child that should any further incidents occur he/she should report them to an adult at FAST FORWARD immediately
- Make an appointment to see a member of the FAST FORWARD Team

When talking with members of staff about bullying:

- Try to stay calm and bear in mind that the staff member may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved
- Make a note of what action FAST FORWARD intends to take
- Ask if there is anything you can do to help your child or FAST FORWARD
- Stay in touch with the school and let them know if things improve as well as if problems continue

If you are not satisfied:

- Check with the school anti-bullying policy to see if agreed procedures are being followed
- Discuss your concerns with the Director/school or other parents
- Make an appointment to discuss the matter with a Director of FAST FORWARD and keep a record of the meeting
- If this does not help write to a Director of FAST FORWARD explaining your concerns and what you would like to see happening
- If you require any further support, please contact the Local Authority

If your child is displaying bullying behaviour towards others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how he/she can join in with other children without bullying
- Make an appointment to see your child's class/form teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/her bullying others
- Regularly check with your child how things are going at FAST FORWARD
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people

If your child is experiencing any form of cyber bullying:

- Ensure your child is careful whom they give their mobile phone number, e-mail address' Facebook contact or any social messaging address
- Ensure your child is careful about setting their Facebook profile and how they use Facebook or other social messaging sites. Seek advice if they need help



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- Check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. Do not delete messages
- If the bullying involves a pupil from FAST FORWARD contact a member of staff at FAST FORWARD to report this.
- Contact the service provider to report the incidents
- If the cyber bullying is serious and a potential criminal offence has been committed, you should consider contacting the police.

Written by: Adele Meek (QA Consultant) Updated: Scott Ballam

Approved by Director Steve Lee

7th September 2024 / Review 31st August 2025.

Policy reviewed in line with Government Changes and FAST FORWARD will be updated via QA reviews, internal inspections and advisories.