

<b>Title</b>	<b>ANTI-BULLYING POLICY</b>
<b>Cross References</b>	<p><b>External:</b></p> <ul style="list-style-type: none"> <li>• Every Child Matters 2003</li> <li>• The Children’s Act 2004</li> <li>• Kidscape anti-bullying policy for schools</li> </ul> <p><b>Internal:</b></p> <ul style="list-style-type: none"> <li>🍑 Safeguarding Policy</li> <li>🍑 Child Protection Policy</li> <li>🍑 Safer Employment Policy</li> <li>🍑 Online Safety Policy</li> <li>🍑 Behaviour Policy</li> </ul>
<b>Date</b>	<b>October 2025</b>

## Introduction

Apricot defines bullying as deliberate, offensive, intimidating, malicious, abusive or insulting behaviour which causes individuals feel upset, threatened, humiliated or vulnerable.

Whilst there is no physical contact between individuals in the context of our virtual learning environment, we recognise there is still potential for bullying to occur and that it may take the following forms:

- 🍑 emotional – being unfriendly, excluding, tormenting
- 🍑 racist – racial taunts
- 🍑 sexual – unwanted sexualised comments
- 🍑 homophobic – because of, or focusing on the issue of sexuality
- 🍑 discriminatory – about disability, gender, age, ability or other differences

## Objectives

Apricot recognizes that in order to learn effectively, children must first feel safe. We are committed to creating a positive learning environment where pupils can be confident and happy and feel supported by the adults and peers who share their classrooms. We therefore operate a policy of zero tolerance of bullying.

## Context

Our learning platform provides a secure and all inclusive means of communication for our students and our teachers. We enjoy the advantage of all communication being transparent, recorded and easy for our teachers and management team to monitor.

We cannot monitor behaviour outside of the context of our platform. We will however pursue any reference made to bullying outside of our platform. Cyber bullying education and support materials and reporting mechanisms are available to all students on our platform and their availability forms part of our student induction.

## **Procedures**

Prior to using our learning platform, all students must first agree to our acceptable use policy which clearly defines what constitutes acceptable behaviour in our classrooms.

Chatbox and microphone use are the only means by which direct communication and therefore bullying may occur during Apricot's lessons. Both channels are dependent upon permission from teachers who monitor all exchanges and will withdraw permissions if privileges are abused. Teachers will also monitor messages left on discussion boards outside of timetabled lessons.

When responding to instances of bullying in the classroom teachers will refer to the behaviour management strategies that support our behaviour policy.

All instances of bullying behaviour will be challenged and reported to one of Apricot's designated people for child protection.

The designated person will investigate the incident and ensure it is reported, along with an account of action taken, to the commissioning bodies responsible for both the victim and the perpetrator.

Persistent perpetrators of bullying will not continue to use Apricot's services at the expense of other learners. If students are unable to interact positively peers then 1:1 teaching will be offered to the commissioning body as an alternative option.

**Authorised by:** Jodie Phillips Operations Director

**Date:** October 2025

**Review date:** October 2026