



Name of policy	Reviewed by	Signed	Date reviewed	Date for next review
Behaviour & Anti-Bullying	Jade Sloan		5/5/26	May 2027

Blackbird Creative Arts Ltd. Behaviour and Anti-Bullying Policy

1. Introduction

Blackbird Creative Arts Ltd. is dedicated to providing a safe, supportive, and inclusive environment where every individual is respected, valued, and given the opportunity to flourish creatively. As a creative arts-based alternative provision, we understand the importance of fostering a positive, respectful culture where diversity is celebrated, and where students feel safe and supported to express themselves.

Our Behaviour and Anti-Bullying Policy is designed to outline our approach to managing behaviour and preventing bullying, ensuring that we maintain a creative, respectful, and safe environment for all students and staff.

2. Aims of the Policy

- To promote a culture of respect, kindness, and collaboration.
- To ensure all students are treated fairly, consistently, and with respect.
- To actively prevent bullying and address any incidents promptly.
- To encourage students to take responsibility for their own actions and understand the impact their behaviour can have on others.
- To provide clear guidance for staff, students, and parents/carers regarding expectations and how to handle incidents of bullying and inappropriate behaviour.

3. Definitions

- **Behaviour:** Behaviour is how students interact with others and how they engage with their learning. Positive behaviour includes respect, cooperation, responsibility, and a commitment to their creative work.
- **Bullying:** Bullying is defined as repetitive, deliberate, and harmful behaviour directed at an individual or group. This may involve verbal, physical, social, or cyberbullying. Bullying can cause emotional distress, harm to self-esteem, and create an unsafe environment.

Types of bullying include, but are not limited to:

- Physical bullying (e.g., hitting, kicking)
- Verbal bullying (e.g., name-calling, teasing, offensive comments)
- Social bullying (e.g., exclusion, spreading rumours)
- Cyberbullying (e.g., online harassment, social media misuse) including the malicious use of Artificial Intelligence or Generative AI (e.g., creating fake/manipulated images or deepfakes to harass peers).
- Prejudice-based bullying: bullying related to protected characteristics (e.g. racism, homophobia, biphobia, transphobia, ableism, or targeting someone based on their religion or belief).

4. Expectations of Behaviour

At Blackbird Creative Arts Ltd., we encourage the following behaviour from all students:

- **Respect:** Respect for peers, staff, and all individuals within our community.
- **Kindness:** Demonstrating empathy, care, and understanding towards others.
- **Creativity:** Actively participating in the creative arts process and respecting others' creative contributions.
- **Responsibility:** Taking responsibility for personal actions, work, and creative projects.
- **Collaboration:** Working together in a spirit of teamwork and support.

Unacceptable behaviour includes, but is not limited to:

- Verbal or physical abuse
- Bullying, including cyberbullying
- Disrupting the learning environment
- Discrimination or harassment of any kind
- Damaging property or vandalism
- Child-on-child abuse, sexual violence and harassment
 - such behaviours, including sexist language or non-consensual touch, will never be tolerated, minimized, or dismissed as "banter," "just having a laugh," or "part of growing up."

5. Preventing and Addressing Bullying

We take bullying seriously and aim to prevent it through proactive measures, including:

- Promoting an inclusive environment where differences are celebrated and students feel safe.

- Offering regular workshops and discussions on kindness, empathy, and the importance of mutual respect.
- Encouraging positive relationships through collaborative creative projects and activities.
- Providing clear and accessible reporting mechanisms for students who may experience or witness bullying.

Reporting Bullying:

- Students who experience or witness bullying are encouraged to report it to a member of staff, either in person or through email
- All reports will be treated seriously, and confidentiality will be maintained as far as possible.

Investigating Bullying:

- All reports of bullying will be investigated by the Designated Safeguarding Lead (DSL)
- Investigations will involve speaking to the victim, alleged perpetrator, and any witnesses to gather a full understanding of the incident.
- Appropriate action will be taken to address the situation, which may include restorative justice meetings, disciplinary action, or additional support for the victim and the perpetrator.

6. Sanctions for Misbehaviour

While we aim to use positive reinforcement and restorative approaches to encourage good behaviour, there may be times when sanctions are necessary to ensure the safety and well-being of the community. Possible sanctions for unacceptable behaviour include:

- Verbal warning
 - Temporary removal from a creative activity or lesson
 - Restorative discussions or meetings
 - Written reflections or apologies
 - Parents/carers being informed
 - Termination of placement
- (for serious or persistent incidents)

For serious incidents potentially leading to a placement ending, the referring school and Local Authority will be contacted immediately to prevent the child from becoming a Child Missing Education

Before any sanctions are applied, staff will consider whether the behaviour is a manifestation of the student's Special Educational Needs and Disabilities (SEND), and ensure that all appropriate reasonable adjustments have been made.

7. Support for Victims of Bullying

At Blackbird Creative Arts Ltd., we are committed to supporting students who have been affected by bullying. Support may include:

- Access to a trusted staff member for guidance and support.
- A tailored plan to ensure the student feels safe and supported.
- Regular check-ins to monitor their emotional wellbeing.
- Encouragement to engage in creative projects that may help process and express feelings.

8. Support for Those Engaging in Bullying

We believe in the potential for all students to learn from their mistakes and improve their behaviour. Support for students who engage in bullying behaviour may include:

- Understanding the impact of their actions on others through restorative justice processes.
- Referring back to school and parent/carers to access counselling or mentoring support to address underlying issues.
- Developing a behaviour improvement plan in collaboration with the student, staff, and parents/carers.

9. Roles and Responsibilities

- **Students:** To behave in a respectful and kind manner towards others and report any concerns about bullying or inappropriate behaviour.
- **Staff:** To model appropriate behaviour, promote a positive learning environment, and intervene if they observe any form of bullying or misconduct. Staff will also be responsible for following up on any reports of bullying and providing appropriate support.
- **Parents/Carers:** To support the policy by encouraging respectful behaviour at home and communicating with Blackbird Creative Arts if they have any concerns about bullying or behaviour.

10. Monitoring and Review

This policy will be regularly reviewed by the leadership team to ensure it remains effective and relevant. Feedback from students, parents, and staff will be used to improve and update the policy. Any incidents of bullying will be monitored and recorded to identify any patterns or areas requiring further intervention.

11. Conclusion

At Blackbird Creative Arts Ltd., we are committed to ensuring that every student feels safe, respected, and valued. By fostering a positive and inclusive environment, we aim to create a space where creativity can flourish free from bullying or discrimination. We expect everyone in our community to uphold the values of respect, kindness, and collaboration at all times.

This policy is available to all staff, students, and parents/carers upon request.