



Anti-bullying Policy

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Statement of Intent

Motorvation Training is committed to ensuring that all students are able to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Motorvation Training Limited. If bullying does occur, all students should know who to tell and know that incidents will be dealt with promptly and effectively.

What is Bullying?

Bullying occurs when an individual or group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying impacts on its victims' attendance and attainment at school and can have a life long impact on some young people's lives.

Bullying includes:

- Physical. Pushing, kicking, hitting, pinching and other forms of violence or threats.
- Verbal. Name-calling, sarcasm, spreading rumours, persistent teasing. This now includes messages by mobile phone and e-mail.
- Emotional. Excluding (sending to Coventry), tormenting, ridicule, humiliation.
- Racist. Racial taunts, graffiti, gestures.
- Sexual. Unwanted physical contact or abusive comments.
- Homophobic. Any hostile or offensive action against lesbians, gay males or bisexuals or those perceived to be lesbian, gay or bisexual.
- Cyber. Mobile threats by text messaging and calls; all areas of internet such as email and chat room misuse; misuse of associated technology e.g. camera and video facilities.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the "bystanders" or "accessories". In cyber bullying, bystanders can easily become perpetrators- by passing or showing to others images designed to humiliate or taking part in online polls or discussion groups. Pupils may not recognise themselves as participating in bullying, but their involvement compounds the misery for the person targeted. They will be made aware that their actions can have severe and distressing consequences and that participating in such activity will not be tolerated.



Aims

Motorvation Training aims:

- To increase awareness and to encourage students to report concerns regarding bullying.
- To provide protection, support and reassurance for victims.
- To develop the self-confidence and self-esteem of all students.
- To develop an effective range of emotional 'self-defence' skills for all students.
- To promote an anti-bullying ethos amongst the whole school community.

Signs and Symptoms

A young person may indicate by signs of behaviour that they are being bullied. Staff should be aware of these possible signs and they should investigate if a young person:

- is frightened of walking to or from Motorvation training
- asks to be driven to training
- changes their usual routine
- is unwilling to go to Motorvation Training
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in work
- arrives home with clothes torn or books damaged
- has possessions which are damaged or "go missing"

Anti-Bullying Policy

09/09/2025



- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually “lost”
- has unexplained cuts or bruises
- comes home starving (money/ lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is frightened to say what’s wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Prevention

Prevention is clearly the strategy of choice. This will be addressed in a variety of ways:

At all levels- through induction when young people will be informed of the zero- tolerance policy and the actions that will be taken to prevent bullying taking place.

Anti-Bullying Week in November will be used as an opportunity to raise the profile of this issue.

Motorvation Training recognises that there are particular times when students may be more vulnerable to bullying- lunch and break times and the beginning and end of the training day.

Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.

There are locations around the building where incidents of bullying are more likely to occur and again arrangements will be made to ensure that these are properly supervised or pupils will be forbidden to access these areas.

Students will have the opportunity to contribute to the school’s Anti- Bullying Policy through Student Councils.

Stereotypical views are challenged and pupils encouraged to appreciate and view positively the differences in others whether arising from race, culture, gender, sexuality, ability or disability.

Anti-Bullying Policy

09/09/2025



Parental Involvement

Motorvation training is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/ carers are able to work together when bullying occurs. We recognise the important influence which parents/ carers have on their children and would wish to enlist their support when their child is involved in bullying- either as a victim or a perpetrator.

Parents who believe their children are the victim of bullying should share their concerns with Motorvation Training at the earliest opportunity and be prepared to work with Motorvation training to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly. Where parents have concerns with regard to bullying they should contact the appropriate Manager or Tutor Group.

Implementation

All staff involved in the teaching and/or supervision of young people will take responsibility for addressing incidents which fall within Motorvation training definition of bullying and ensure that the victim receives the support required; the bully is informed of the unacceptability of their behaviour and a record is made of the incident.

All young people need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Incident management

Motorvation Training will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. When a member of staff receives information, either directly or indirectly, that a young person may have been the victim of a bullying incident, this report will be taken seriously and investigated. Motorvation Training will offer a proactive, sympathetic and supportive response to young people who are the victims of bullying. The exact nature of the response will be determined by the particular young person's individual needs and may include:

- immediate action to stop the incident and secure the young person's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- counselling

Anti-Bullying Policy

09/09/2025



- assertiveness training
- extra supervision/ monitoring
- creation of a support group
- peer mentoring
- informing/ involving parents
- adult mediation between the perpetrator and the victim
- arrangements to review progress

This will be followed up regularly to ensure that bullying has not resumed.

For the Bully

Motorvation Training takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. Steps will be taken to change the attitude and behaviour of the bully, as well as ensuring access to any help that they may need. We will respond to incidents of bullying behaviour in a proportionate way- the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. These sanctions may include, a period of time away from training or fixed-term exclusion. In the case of persistent bullying, the bully risks losing their place at Motorvation Training.

Monitoring Arrangements

This policy will be evaluated every 3 years and updated where necessary. The views of pupils and staff will be used to make changes and improvements to the policy on an ongoing basis. A record of bullying incidents will be kept and analysed for patterns. This will also be used to ensure the policy is working.