

ANTI-BULLYING POLICY

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V2	April 18	MH	Contact details for helpful organisations updated. Reference to Homophobic, biphobic and transphobic (HBT) added.
V3	October 18	LC	Definition of gender bullying updated. Staff responsibilities include recording of biphobia/transphobia.
V4	October 19	LC	Policy Review no update
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V6	September 21	S Merifield	Insertion of wording around HSB
V7	June 22	S Merifield	<p>Include explicit reference to the equality act 2010</p> <p>Update definition of bullying</p> <p>Further reference to social media and online interactions</p> <p>Reference to the Academy 'ACE' (Academy Conduct and Expectations) as an anti-bullying intervention</p> <p>Updated helpful organisations contact list</p>

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Statement of Intent

Our academies foster a welcoming culture of safety, responsibility and respect ensuring a positive climate where all members of our school communities feel safe, comfortable, and accepted. We are committed to ensuring a caring, inclusive and safe environment for all of our students to learn in so they enjoy their education.

Our inclusive provision assists our students to enjoy their education, feel valued and develop both academically and personally. All students are supported in their learning and encouraged to engage in every aspect of school life. Our inclusive curriculum celebrates diversity and promotes tolerance and mutual respect of others.

Bullying of any kind is not accepted at our academies. If bullying does occur, all students are able to report bullying and know that incidents will be dealt with promptly, proportionately and effectively. We are an anti-bullying Trust. This means that *anyone* who knows that bullying is happening is expected and encouraged to inform members of staff so action can be taken.

This policy is written with due regard to the Equality Act (2010)

Directly associated policies:

OGAT Safeguarding Policy
OGAT Behaviour Policy
OGAT SEND policy
OGAT Acceptable Use Policy

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It can occur in person and online, or both. It is usually persistent and can be overt and covert. It is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and emotional distress to the victim.

Bullying can be, but not limited to:

- Emotional: Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- Physical: Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Racist: racial taunts, graffiti, gestures
- Harmful Sexual Behaviour: Unwanted physical contact or sexually abusive comments
- Gender (sexist bullying):
 - Sexual orientation (homophobic or biphobic bullying)
 - Gender identity (transphobic bullying)
- Verbal: name-calling, sarcasm, spreading rumours, coercion teasing, abuse and threats. Ridiculing an individual.
- Cyber: Online abuse such as through email & internet chat rooms. Threats by text messaging & calls and social-media platforms. Misuse of associated technology, e.g. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts and can have long lasting damaging effects on an individual. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who bully need to learn different ways of behaving and may need intensive work on what it means to be a positive and empathetic person.

Each academy has a responsibility to respond promptly and effectively to any issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the Trust's policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the Trust's policy is on bullying and what they should do if bullying arises.
- As a trust we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated in any of our academies.

Staff Responsibilities

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action and to refer to Mentor/Learning Manager/SLT as appropriate
- To record and log any incidents of HSB/racist/homophobia/biophobia/transphobia bullying if appropriate (OCloud/CPOMs)
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the relevant academy and relevant agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective.
- To respond proactively to the modern world of social media and online interactions. Promptly addressing merging harmful trends or 'crazes'. Online bullying and incidents beyond the school gates can and will have an impact on a student's life in school. The Academy will work proactively with parents, carers and other agencies to address this impact.

Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from their academy (bullying can take place within an Academy or to and from the school)
- doesn't want to go on their academy / public bus
- begs to be driven their academy
- changes their usual routine
- is unwilling to go to their academy (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence

- starts to stammer
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- school work begins to suffer
- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- asks for money or starts stealing money
- has lunch or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home hungry (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- eating habits change
- 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 & 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.

Procedures

1. Report bullying incidents to staff or Learning Manager or SLT
2. In particular cases of bullying, the incidents will be recorded by staff.
3. In particular cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- Consequences such as those in our behaviour policy may take place, up to and including the use of exclusions.
- Assertive training
- Counselling (Mentor, Learning Manager, SLT, other)
- Use of report
- Involvement of external agencies
- Monitoring by Mentor/Learning Manager
- Peer support/peer mentoring
- Formal recording (racism/homophobia)
- Use of behaviour contract
- Liaison with parent/carer/social worker
- In serious cases, suspension or even exclusion will be considered
- If possible, the students will be reconciled/ a restorative conversation had
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

ANTI-BULLYING PROCEDURE

The fundamental aim, when bullying occurs, is to address the issue, with seriousness and immediacy, and ensure the victim is fully supported. The perpetrator(s) is dealt with in an objective and timely manner. Including appropriate and effective sanctions/ interventions to change behaviours.

Every case is personal and different and should be treated as so. There is never a ‘magic wand’ in these circumstances but careful and serious handling, by adults and sometimes ‘peer mentors’, often leads to the victim being empowered again and back to feeling safe and secure.

The table below outlines both essential actions to dealing with bullying cases and also potential actions/ procedures that may be academy specific.

Obligatory action	Practice/ procedures/ Actions that may be Academy specific
Bullying incident is reported	
Head of Deep Support/ Learning Manager informed	Some Academies may have other staff that they wish to directly involve (Inclusion team/ Tutors etc) that are part of their process.
Statements taken from alleged victim, perpetrator and witnesses. Ensuring immediate safe space for alleged victim(s).	Statements should be standardised, signed and dated and reflect objectively what has occurred.
Parents/ carers of all parties informed at the most appropriate opportunity. Full recording on OCloud	Some Academies may wish to use a coloured letter system, signifying a tiered approach to actions taken.
Follow up meetings arranged with parents/ carers where appropriate	There may be instances where meetings raise the need for broader interventions such as ‘Early Help’ etc
Potential PCSO involvement in serious cases or indeed as an ongoing intervention for individuals/ groups.	There may be cases where the seriousness merits police involvement or indeed where parents/ carers have actually made that contact themselves
Specific and compulsory, intervention work with the perpetrator(s)	E.g.ACE programme; anger management; empathy programme;Talk the Talk;ABC contract;‘stay away agreement’; behaviour contract; use of ‘Peer Mentors’; restorative justice*

*The use of restorative justice is a skilled intervention and requires staff training. It is not something that should be ‘imposed’ on the victim but a clear and agreed strategy.

Prevention

We will use methods for helping children to prevent bullying. As and when appropriate, these may include:

- following the consequences system
- utilising Peer Mentor support
- revisiting the **ACE** programme at regular intervals and ensuring there is targeted intervention where needed. Either with individuals and/ or groups
- signing a behaviour contract
- having discussions about bullying and why it matters with a Teacher, Mentor or Learning Manager
- meeting with parents/carers or other outside agencies
- involving social workers or the education psychologist

Helpful Organisations:

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Beat Bullying: www.beatbullying.org

Childline: www.childline.org.uk

DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014:
<https://www.gov.uk/government/publications/preventingand-tackling-bullying>

DfE: “No health without mental health”:
<https://www.gov.uk/government/publications/no-health-without-mental-health-across-government-outcomes-strategy>

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

Cyberbullying

Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

LGBTQ

EACH: www.eachaction.org.uk

Pace: www.pacehealth.org.uk

Schools Out: www.schools-out.org.uk

Stonewall: www.stonewall.org.uk

SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

DfE: SEND code of practice:

<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Show Racism the Red Card: www.srrc.org/educational

Bullying Online

www.bullying.co.uk