

Anti-bullying Policy

Aim of the Trust

One community. Many ideas. Everyone's future.

We aim to provide an exceptional education for every child in the Trust through an ethos of collaboration and high aspirations and through the principles of quality learning using curiosity, exploration and discovery.

This Policy is linked to:

Behaviour Policy

Child Protection Policy

Principles

We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at our academy.

The Education (Independent School Standards) Regulations 2014 provide that the proprietor of an Academy or other independent school ensures that bullying at the school is prevented in so far as reasonably practicable, by the drawing up and implementation of an effective anti-bullying strategy. Headteachers have a legal duty under the Academy Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

This policy has been drawn up based on the principles and advice outlined in 'Preventing and Tackling Bullying': DFE – July 2017

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Challenging bullying effectively will reinforce our strong academy ethos in respect for all the academy community improve the safety and well-being of pupils, demonstrate that the academy cares and also make clear to bullies that the behaviour is unacceptable and will not be tolerated.

Aims

In order to eliminate the opportunities, when instances of bullying may occur, our aims are: -

- To ensure an open, positive and caring ethos, in which ALL members of the academy community, feel valued, respected and secure.
- To monitor and address any incidents of bullying, promptly and sensitively.
- To support behaviours likely to avoid bullying, through other school policies, Personal Social Health Education, Values Education and the whole school Curriculum.

Objectives:

- Praise and positively reinforce appropriate behaviour towards others, in accordance with the Behaviour Policy
- Listen to and respond sensitively to all reported incidents of bullying, arrange opportunities for victim and bully to talk about the issues and try wherever possible to respect a child's wish to confidentiality.
- Keep a file of reported incidents, using a standard format. It will be the responsibility of a named member of the Senior Leadership Team, to collate and monitor this information.
- Involve parents/carers of pupils who persist in bullying behaviour
- Make the unacceptable nature of bullying and the consequences of repetition clear to the bully and his/her parents/carers.
- Make anti-bullying an explicit theme through RE, P.S.H.E. and Values Education, Drama, other curriculum areas, Assemblies, Circle Time, Assembly Themes and Thought for the Day/Week as well as through everyday action.
- Support the pupils' own School Forum for discussion on bullying
- Agree a range of sanctions ranging from community service to exclusion.

To make anti bullying an explicit theme, all members of school community will provide a model of appropriate behaviour.

- Aspire to non-confrontational behaviour management procedures
- Aspire to praise and reinforce the positive
- Criticise the behaviour not the child
- Give time to listen and respond
- Involve parent/carers
- Support pupils.

The nature of bullying

1. There are many definitions of bullying, but most consider it to be:

- deliberately hurtful (including aggression)
- repeated often over a period of time
- difficult for victims to defend themselves against

2. Bullying can take many forms, but three main types are:

- physical - hitting, kicking, taking belongings
- verbal - name calling, insulting, making offensive remarks
- Indirect - spreading nasty stories about someone, exclusion from social groups or being ignored, being made the subject of malicious rumours, sending malicious e mails or text messages on mobile phones or social sites and media (cyber bullying).

3. Name calling is the most common direct form. This may be because of individual characteristics, but pupils can be called nasty names because of their ethnic origin, nationality or colour; sexual orientation; or some form of disability.

Signs of Bullying

Pupils who are being bullied may show changes in behaviour and staff should be vigilant in looking out for signs of bullying or other child protection issues including:

4. Vulnerable Groups:

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transgender or whose parents/carers are perceived to be gay, lesbian, bisexual or transgender

Staff must be alert to signs of bullying and act promptly and firmly against it in accordance with academy policy. Pupils must be encouraged to report bullying. Bullying incidents are recorded and trends monitored by SLT, feeding back to the governors, which is then used to plan the academy anti-bully strategy for the following year.

Implementation

The Langley Heritage Primary

The following steps are taken when dealing with incidents:

- If bullying is suspected or reported, the incident is dealt with immediately by the member of staff who has been approached, whatever their role in the academy
- If a parent or student has a concern or wishes to report an incident or case of bullying they are to contact the class teacher or pastoral team so the academy can support and investigate
- A clear account of the incident must be recorded on CPOMS. The Pastoral Team will ensure that the Headteacher and Head of Year are aware of the incident on a need to know basis
- The Head of Year will interview all concerned or ask Pastoral Team to carry out these interviews and will record the incident and contact the parents of those involved to inform them
- Parents /carers must be kept informed promptly and up to date at all stages
- A decision on the relevant sanctions to be taken will be taken by the Headteacher
- In extreme circumstances and severe cases the Academy works with the relevant external agencies to ensure the well-being of the pupils involved and work in conjunction with the academy safeguarding officer

Pupils

Pupils who have been bullied are supported by:

- Offering an immediate opportunity to discuss the experience with a Senior Leader or member of staff of their choice
- Reassuring the student
- Offering continuous support

- Restoring self-esteem and confidence
- Student involved contacted via Senior Leader after the event and discussion with family conducted to ensure the situation is monitored, has been resolved and well-being restored

Pupils who have bullied are helped by:

- discussing what happened
- discovering why the student became involved
- establishing the wrong doing and need to change
- opportunity to reflect on actions
- informing parents or carers to help change the attitude of the student
- restorative conferencing
- peer support
- student involved contacted via Raising Standards Leader after the event and discussion with family conducted to ensure the situation is monitored, has been resolved behaviour has been amended

Decisions on sanctions will be taken by the relevant Senior Leader and Headteacher. The following disciplinary steps may be taken depending on the seriousness of the incidents:

- official warnings to cease offending
- parental meetings
- exclusion from certain areas of premises
- fixed term exclusion
- permanent exclusion

Following an incident and the subsequent investigation and sanctions where appropriate, a restorative conference will be held with the pupils involved, chaired by the Pastoral Team.

Racist bullying

In racist bullying, a child is targeted for representing a group, and attacking the individual sends a message to that group. Racist bullying is therefore likely to hurt not only the victim, but also other pupils from the same group, and their families. In the 1999 MacPherson Report, racist bullying was defined as “any incident which is perceived to be racist by the victim or any other person”.

All incidents should be recorded on CPOMS

Incidents can include:

- verbal abuse by name calling, racist jokes and offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- 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

Racial bullying should be dealt with as above. In addition:

- the incident log must contain the names of perpetrators
- staff should be aware that even young children can understand the consequences of their actions

- staff must listen carefully to pupils and provide opportunities for them to express views and opinions
- Raising Standards Leaders will decide whether the incidents are serious enough to involve multi-agency working with police, youth service, housing, and others
- Assemblies and PSHE lessons to address any issues of concern with wider academy community, also educate and engage pupils in tackling prejudice
- Academy is pro-active in using relevant data to identify trends or prejudice directed at specific groups, to ensure any targeted members of the academy community are supported and negative behaviour challenged in accordance with the 2010 Equality Act

Sexual bullying

Sexual bullying impacts on both genders. Boys are also victims - of girls and other boys. A case of proven sexual assault is likely to lead to the exclusion of the perpetrator.

In general, sexual bullying is characterised by:

- abusive name calling or inappropriate language
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- sexual innuendoes and propositions including sexting
- inappropriate use of sharing private/personal intimate images and messages, pornographic material, graffiti with sexual content
- in its most extreme form, sexual assault or rape

Sexual bullying will be dealt with as outlined above. In addition:

- all incidents will be recorded on CPOMS.
- staff are expected to recognise and challenge sexual content within verbal abuse
- consideration will be given to the use of single-sex groupings to explore sensitive issues
- ICT system is continually monitored, updated and reviewed to ensure the safety and security of the pupils within our care is paramount
- Assemblies, specific E-Safety Week Sex Education and PSHCE to address any issues of concern with wider academy community, also educate and engage pupils in the importance of E-Safety
- In extreme circumstances and severe cases the Academy works with the relevant external agencies to ensure the well-being of the pupils involved and work in conjunction with the academy safeguarding officer

Bullying outside the academy's premises

A great deal of the bullying that does take place happens outside school hours for instance on the journey to and from school. Whilst the Academy cannot be held legally responsible for bullying that takes place off site in pupils' own time, there are clear measures that can be taken. For instance pupils travelling to and from school whose behaviour causes offence can be disciplined for bringing the name of the academy into disrepute. This is also true for incidents of concern circulating humiliating personal images or text through the internet and this is challenged via our E-Safety drive, delivered through the curriculum, assemblies and a targeted E-Safety Week to support and educate our pupils and families, thus reinforce our Anti-Bullying Policy

Where a student tells of bullying off the academy premises, the following steps should be taken:

- the matter must be recorded on CPOMS and the relevant Head of Year and Class Teacher informed
- the Head of Year will organise an investigation into the incident and or allegations and where possible arrange for statements to be collected
- if online OR mobile, the related evidence is saved and relevant providers contacted to ensure the offensive content is removed and recorded

- if so required, the mobile or relevant device will be confiscated for evidence, in accordance with DfE advice and guidance and maybe passed to the Police.
- parents/carers of pupils affected must be informed
- where appropriate sanctions will be imposed if those carrying out the bullying wearing school uniform and could be deemed to be on the way to or from school

In addition the Headteacher may decide to:

- talk to the local police about problems on local streets or involve our community liaison officer. (if necessary seek a police presence at trouble spots)
- talk to the transport company about bullying on buses or trains
- talk to staff from another school whose pupils are bullying off the premises
- map safe routes to the academy, and tell pupils about them
- talk to pupils about how to avoid or handle bullying outside the academy premises

Monitoring, Evaluation and Review

The designated senior member of staff responsible will:

- implement and monitor the policy
- report annually to Governors, Trust, parents/carers and staff
- review/update the policy as appropriate
- identify the needs and organise in-service training

The Academy will review this policy annually and assess its implementation and effectiveness. The policy is promoted and implemented throughout the Academy Trust. Annual pupil surveys and parent surveys are conducted on each separate parents evening and responses are considered and suggestions acted upon.

An opportunity to feedback or discuss views is offered via parent forum throughout the academic year.

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