

Policy title	Anti-bullying Policy
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Policy owner	Principal

Status	Approved
Summary of change	

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1. Introduction

Bullying hurts and no-one deserves to be bullied. In our academy we recognise that bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to learning and have serious consequences on mental health. Bullying which takes place at school can have a lasting effect on a young person's life into adulthood. We aim to provide a safe, caring and friendly climate for learning for all our students to allow them to improve their life chances, and help them maximise their potential.

Everybody has the right to be treated with respect, to feel welcome, secure and happy. We also aim to produce an inclusive environment for all students which openly discusses differences between people and celebrates diversity. We expect students to act safely and feel safe in the academy, including that they understand the issues relating to bullying and that they feel confident to seek support from the academy should they feel unsafe.

We also want parents to feel confident that their children are safe and cared for in the academy and incidents, where they do arise, are dealt with promptly and effectively.

2. Purpose/aims

The aim of this policy is to provide a framework for:

- 2.1 Promoting the understanding of what constitutes bullying behaviour and the effects that this can have
- 2.2 Identifying clear procedures for the reporting and investigation of incident
- 2.3 Ensuring consistent and appropriate sanctions are in place for those who bully
- 2.4 Ensuring support mechanisms are in place for children who are bullied and for those who bully
- 2.5 Academy monitoring of all incidents to identify both wider trends and potential safeguarding issues for individuals
- 2.6 Training and support of staff in identifying bullying behaviour and supporting children who are bullied and those who bully

By creating this framework our objective is to tackle and prevent bullying.

3. Legislation

- 3.1 The Education (Independent School Standards) Regulations 2014
- 3.2 The Equality Act 2010
- 3.3 Public Sector Equality Duty
- 3.4 Part 3 of the Children and Families Act 2014
- 3.5 Children Act 1989

4. Definitions

There is no legal definition of bullying. However, the Department for Education define it as behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, for example because of race, religion, gender or sexual orientation

At The Burgess Hill Academy, we have adopted a definition, which is: 'The intentional, repeated act of behaving negatively towards another person or group, where an imbalance of power is involved'. Friendship problems may be an occasional incident where both pupils disagree and find it difficult to resolve the disagreement without adult help. It is unlikely to be repeated behaviour and may even be accidental, where both children try to resolve the problem. However, we recognise that repeated friendship problems can sometimes lead to bullying behaviour.

Bullying can take many forms and can be:

- Physical – including pushing, hitting, kicking or any use of violence
- Verbal – including name calling, insulting, making offensive remarks, spreading rumours
- Emotional – including unfriendly or unkind behaviour, behaviour that excludes people, tormenting behaviour
- Cyber – including all areas of online activity, including email, text, group chats and social media to say, write or share hurtful things about others
- Racist – including racial comments, taunts, gestures and harassment
- Sexual – including unwanted physical contact, sexualised comments or gestures
- Gender and identity-based – including homophobic language, biphobic and transphobic comments
- Religion or belief-based
- SEND – targeting students who have special educational needs or disabilities

5. Preventing bullying

Strategies employed with our students :

Our curriculum, including PSHE, SMSC assemblies and SEND intervention will be used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos

- Teach students how to manage their relationships constructively with others
- Teach students, through our Online Safety curriculum, how to respond to online bullying
- Help students develop an awareness of neurodiversity
- To enable students to have an input into the anti-bullying policy, assemblies and tutor programme

Emerging trends in cyber bullying will be addressed through our tutor time online safety sessions and online safety assemblies.

We provide guidance to all our students to explain what they should do if they are being bullied, or if they see another student being bullied.

We provide guidance for parents regarding the signs of bullying and what to do if they suspect their child is being bullied.

Parents have a responsibility to support the academy's Anti-Bullying Policy and to actively encourage their child to be a positive member of the academy community.

As an academy we work with our parents/carers to prevent bullying by providing advice and guidance on what to look out for as signs and symptoms of bullying.

These could include:

- Being frightened of walking to or from the academy
- Not wanting to use public transport
- Changing their usual routine
- Insisting on being driven to school
- Being unwilling to go to school
- Becoming anxious and withdrawn, lacking confidence
- Attempting or threatening suicide
- Crying themselves to sleep at night/nightmares
- Feeling ill in the mornings
- Truancy
- Beginning to do poorly at school
- Coming home with clothes/books torn
- Having possessions 'go missing'
- Asking for money or stealing money
- Unexplained cuts/bruises
- Coming home hungry (money/lunch has been stolen)
- Becoming aggressive and unreasonable
- Bullying other children or siblings
- Giving improbable excuses for any of the above.

These signs and behaviours may indicate problems other than bullying, but bullying should be considered and investigated. We provide useful information for parents on preventing bullying, safe use of the internet and cyberbullying via parent information events/newsletter/our website.

6. Policy Statement

This section should provide a clear and concise statement of the policy. It should outline what actions are allowed or prohibited and what consequences may result from non-compliance.

7. Roles and responsibilities

All staff are responsible for:

- raising awareness of the anti-bullying Policy and Procedures throughout the school community;
- recording all incidents of reported bullying (within the school definition) on CPOMS for the victim and SIMS for the perpetrator. Should you have a safeguarding concern for the perpetrator, you should log this in the normal way.
- Making a specific log for prejudiced or discriminatory language on SIMS, even if it does not constitute persistent or targeted behaviour. This is designed to ensure early and proactive work to prevent this developing into harmful behaviours.

Teachers and Tutors are responsible for:

- day to day monitoring of student behaviour, being aware of: actual and potential acts of bullying and the significance of the 'bystander' role;
- providing an initial response and implementing this policy and associated procedure ▪ referrals to the relevant Head of Year.

Pastoral Leads are responsible for coordinating the response by:

- reviewing logs daily.
- ensuring the procedures are followed and the statement form is completed;
- liaising with, and keeping all relevant parties informed, as appropriate.

The Assistant Principal in charge of behaviour and attitudes is responsible for:

- supporting Heads of Year and other colleagues in the implementation of the Procedures for Dealing with Bullying;
- collating student perceptions from the Year Council's and all students' views via surveys;
- reviewing the effectiveness of the Anti-Bullying Policy and Procedures on an annual basis;
- investigating bullying as it relates to protected characteristics and reviewing a school wide response to emerging concerns.
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The Assistant Principal with responsibility for safeguarding is responsible for:

- dealing with incidents that lie within safeguarding definition of physical, sexual, or emotional abuse (including neglect)

The Trustees are responsible for:

- supporting the promotion of the Anti-Bullying Policy and Procedures throughout the school;
- ensuring that the school has made an adequate response to any relevant legislation or guidance regarding bullying;

- monitoring of records of bullying and prejudiced or discriminatory language regularly.

8. Procedures

Reporting:

Dealing with bullying

We encourage all bullying to be reported. Students can report incidents of bullying to any member of staff. If a parent/carer wishes to report an incident of bullying they should contact their child's tutor or Pastoral Leader. Students who see others being bullied should report this to a member of staff.

Investigating bullying incidents

Pastoral staff at the academy will investigate all incidents of alleged bullying fully. Students will have the opportunity to discuss their experience with their pastoral team. Statements will be obtained from the person who has experienced the bullying behaviour, witnesses and, if appropriate, the person alleged to have carried out the bullying behavior. CCTV may be used, if available and appropriate, to help provide further information or evidence. Incidents, statements and follow up actions will be logged on CPOMS. The pastoral team will ensure contact is made with parents and that all incidents are followed up and resolved. The academy will consider their responsibilities under the Equalities Act 2010 to consider any SEND of the child/ren using the bullying behaviours.

Resolution

The pastoral team will work towards finding a resolution and an end to the bullying which will involve the opportunity for those involved to engage in restorative conversations mediated by a member of staff.

Students will be reassured that we take all reports of bullying seriously and that the academy will:

- Reinforce the message that bullying is not acceptable, and that we expect bullying to stop and seek a commitment to this end

- Assure them that it was right to report the incident
- Affirm that it is right for students to let us know when they are being bullied
- Encourage them to talk about how they feel
- Ensure that they feel safe
- Discuss strategies for being safe and staying safe
- Engage them in making choices about how the matter may be resolved
- Seek to provide the opportunity for restoration and resolution
- Support those displaying bullying behaviour by working with them to change their behaviour

Sanctions

If necessary, we will invoke the full range of sanctions that are detailed in the academy's Behaviour to Learn Policy.

These include:

- Withdrawal of break and lunchtime privileges
- Time in the Reflection Room

- Withholding participation in school events that are not an essential part of the curriculum
- Community Plan which sets the student clear targets around anti-social behaviour
- Involve the support of the school police liaison officer
- Fixed term suspensions and permanent exclusion from school

Bullying outside of academy premises

Principals have a specific statutory power to discipline pupils for poor behaviour outside of the academy premises. This can relate to any bullying incident occurring anywhere off the academy premises such as on public transport or on the way to or from the academy. The bullying may be done by students from our own academy, by students from other schools or by people who are not at school at all.

Where a student or parent tells us of bullying outside of the academy premises we will, as appropriate:

- Talk to students about how to avoid or handle bullying outside of the academy
- Talk to the Principal of another school whose students are bullying
- Talk to the transport company about bullying on buses • Use community links to set up restorative meetings
- Talk to the police and community team to gain external help and advice preventing future bullying incidents.

We will work with students to prevent future bullying incidents by:

- Advising students responsible for bullying that we will be checking to ensure that bullying stops; and ensure that those involved know that we have done so
- Following up after incidents to check that the bullying is not repeated. A 'trusted adult' will be put in place for the student to report to at any point whilst the school is open
- Asking students to immediately report any further incidents to us

Other strategies we will use to prevent bullying include the use of curriculum opportunities, including tutor time PSHE lessons and assemblies.

9. Monitoring arrangements

The policy will be reviewed with the SLT members responsible for Behaviour and Safeguarding.

10. Links with other policies

This policy links with several other policies, practices and action plans including:

- Trust ICT Acceptable Use Policies (AUP)
- Academy Behaviour for Learning policy
- Academy Safeguarding and Child protection policy
- Academy Online Safety Policy
- Relationships, Sex and Health Education (RSE) policy
- Trust Data Protection policy
- Trust Photography and image sharing policy
- Trust Complaints policy

Further sources of information

The following organisations provide support for schools and parents dealing with specific bullying issues including the social, mental or emotional affects caused by bullying.

The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the AntiBullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues. The ABA has also put together a fact sheet outlining the range of support that is available to schools and young people from the anti-bullying sector which can be accessed here.

The Diana Award: Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.

Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people. Cyber-bullying and online safety ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves.

Internet Matters: provides help to keep children safe in the digital world

Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers

UK Council for Internet Safety has produced a range of resources for schools, colleges and parents about how to keep children safe online, this includes advice for schools and 8 colleges on responding to incidents of 'sexting.'

LGBT Barnardos: through its LGBTQ Hub, offers guidance to young people, parents and teachers on how to support LGBT students and tackle LGBT prejudice-based bullying.

EACH: (Educational Action Challenging Homophobia): provides a national freephone Actionline for targets of homophobic or transphobic bullying and training to schools on sexual orientation, gender identity matters and cyberhomophobia.

Proud Trust: helps young people empower themselves to make a positive change for themselves and their communities through youth groups, peer support, delivering of training and events, campaigns, undertaking research and creating resources.

Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education. Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEND Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.

Changing Faces: Provide online resources and training to schools on bullying because of physical difference.

Information, Advice and Support Service Network: Every Local area has an information, advice and support service, providing information, advice and support to disabled children and young people, and those with SEN, and their parents.

Mental health MindEd: Provides a free online training tool for adults that is also available to schools. It can be used to help school staff learn more about children and young peoples mental health problems. It provides simple, clear guidance on mental health and includes information on identifying, understanding and supporting children who are bullied.

Race, religion and nationality **Anne Frank Trust:** Runs a schools project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.

Educate Against Hate: provides teachers, parents and school leaders practical advice and information 9 on protecting children from extremism and radicalisation.

Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.

Kick It Out: Uses the appeal of football to educate young people about racism and provide education packs for schools.

Tell MAMA: Measuring Anti-Muslim Attacks (MAMA) allows people from across England to report any form of Anti-Muslim abuse, MAMA can also refer victims for support through partner agencies.

Anti-Muslim Hatred Working Group: Independent members of this group are representatives from the Muslim community and will assist and advice on all relevant issues. Please note that internal servers may block access to some of these sites. Schools wishing to access these materials may need to adjust their settings

Sexual harassment and sexual bullying **End Violence Against Women:** The End Violence Against Women Coalition was formed from a group of feminine organisations and experts working to end violence against women and girls

Disrespect No Body: a Home Office led campaign which helps young people understand what a healthy relationship is. This website includes teaching materials to be used in the classroom.

Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying.