SHIRELAND
COLLEGIATE ACADEMY TRUST

Shireland Collegiate Academy Trust

Primary
Anti-Bullying Policy

Committee and Date Approved	Trust Board – **July 2019**
Category	Statutory – DfE
Next Review Date	Every three years unless change in legislation – **July 2022**
Policy Availability	Trust Website
Officer Responsible	Primary Director for the Trust

The Trust, all Academies within the Trust and Shireland Learning Limited must comply with this policy.

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2018 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

1) Policy objectives:

- This policy outlines what the Academy will do to prevent and tackle all forms of bullying.
- The Academy is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2) Links with other school policies and practices

This policy links with several school policies, practices and action plans including:
- Behaviour Policy
- Child Protection and Safeguarding Policy
- Online safety and Acceptable Use Policies (AUP)

3) Links to legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006,2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988 ○ Public Order Act 1986

4) Responsibilities

It is the responsibility of:

- The Principal to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- All staff including SPC members, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

5) Definition of bullying

- Bullying can be defined as "*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally*". (DfE

"Preventing and Tackling Bullying", July 2017)

- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

6) Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:
- Physical bullying
- Emotional bullying
- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical / mental health conditions
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexual bullying
- Bullying related to sexual orientation (homophobic bullying) or gender-based bullying, including transphobic bullying
- Bullying via technology, known as online or cyberbullying

7) School ethos

- The Academy community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.
- By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Our Community:

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the antibullying policy.

- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

8) Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with as soon as possible by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person experiencing bullying – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- Appropriate consequences and support will be applied in line with the Behaviour Policy to those responsible for the bullying.
- The Principal / designated safeguarding lead or another member of leadership staff will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members and parents or carers where appropriate.
- If necessary, other agencies may be consulted or involved, such as the police (if a criminal offence has been committed) or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying incident/s takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the school. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying

When responding to cyberbullying concerns, the school will:
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.

- Provide information to staff and pupils regarding steps they can take to protect themselves online.

Supporting pupils

Pupils who have been bullied will be supported by:
- Reassuring the pupil and providing continuous pastoral support.
- Offering an opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Working towards restoring self-esteem and confidence.
  - Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
  - Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance

Pupils who have perpetrated bullying will be helped by:
- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Consequences, in line with school behaviour policy; this may include removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Environment

The whole school community will:
  - Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
  - Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
  - Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
  - Be encouraged to use technology, especially personal devices and social media, positively and responsibly (See Online Safety Policy)
  - Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
  - Celebrate success and achievements to promote and build a positive school ethos.

Education and Training

- The school community will:

o   Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff), to identify all forms of bullying and take appropriate action, following the school's policy and procedures

o   Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support etc.

o   Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.

o   Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week

o   Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

10) Involvement of pupils

We will:

o Regularly canvas children and young people's views on the extent and nature of bullying.

o   Ensure that all pupils know how to express worries and anxieties about bullying.

o   Ensure that all pupils are aware of the range of consequences which may be applied against those engaging in bullying.

o Involve pupils in anti-bullying campaigns in school and embedded messages in the wider school curriculum.

o   Utilise pupil voice in providing pupil led education and support

o   Publicise the details of internal support, as well as external helplines and websites.

o   o Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

11) Involvement and liaison with parents and carers

• *We will:*

o   Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website

o   Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.

o   Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.

o Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

o   Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

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12) Monitoring and review: putting policy into practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The Principal will be informed of bullying concerns, as appropriate.
- Incidents of bullying will be reported to the 'Standards and Performance committee' on a regular basis, including outcomes.

13) Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk