



Anti-bullying policy

Primary and Secondary Academies

December 2022

Scope

The [Independent School Standards Regulations 2014](#) provide that the proprietor of an Academy or other independent school is required to ensure that an effective anti-bullying strategy is drawn up and implemented.

Part 6 of the Equalities Act 2010 ensures it is unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

This policy is in line with the Department for Education's [Preventing Bullying](#) guidance and supported by both our [Behaviour policy](#) and [Equalities policy](#) available on our website.

We are committed to providing a welcoming, caring, safe and secure environment for all our pupils.

Aims and objectives

Bullying of any kind is unacceptable and will not be tolerated.

No-one deserves to be a victim of bullying and everyone has the right to be treated with respect. Pupils who bully others need to learn different ways of behaving.

We acknowledge that bullying does happen from time to time and it would be unrealistic to claim that it does not. If bullying does occur, pupils should be able to report it and be confident that incidents will be dealt with promptly and effectively in accordance with this policy.

The aim of this policy is to take steps to prevent (as far as possible) and deal effectively with any behaviour deemed as bullying. The implementation of this policy supports our ethos that bullying is unacceptable.

All pupils are actively encouraged and reminded to approach staff with any worries or concerns. This means that *anyone* who knows that bullying is happening is expected to tell Academy staff.

All members of the academy have a responsibility to recognise bullying if it occurs and take appropriate action in accordance with academy policy in the following ways: -

- All trustees, governors, teachers and non-teaching staff, pupils and parents / carers will have an understanding of what bullying is and what they can do if bullying occurs;
- Teaching and non-teaching support staff who interact with pupils will know what the academy policy is on bullying and will consistently and swiftly follow it if bullying is reported;
- All trustees, governors, and support staff will have an understanding of what the academy policy is on bullying;
- Whole academy initiatives (staff training, anti-bullying events, school council, focus assemblies etc.) and proactive teaching strategies (PSHE lessons) will be used throughout the academy to promote the academy's ethos that bullying is unacceptable;
- A positive, safe and caring ethos will be an essential part of the whole academy environment, where everyone can learn, play and express themselves, free from the fear of being bullied;
- All pupils will be actively encouraged and reminded by academy staff that it is important to tell if they are worried or concerned about bullying, or have witnessed bullying.

What is bullying?

Bullying is **repetitious** behaviour by an individual or group that is intended to hurt, upset, harass, frighten or threaten other people either physically or emotionally. It is often aimed at certain groups (e.g. because of race, religion, gender or sexual orientation).

Bullying can occur either on or outside academy premises; to and from school. Where bullying outside school is reported to school staff, it will be investigated and acted on. Examples of bullying can be, but are not limited to: -

Emotional:	Being deliberately unfriendly by excluding, ostracising, tormenting, ridiculing or humiliating others (this includes writing notes or graffiti)
Verbal:	Name-calling, spreading rumours, threats, making fun of someone, making insulting / abusive remarks
Physical:	Pushing, kicking, hitting, pinching, biting, spitting, punching or any other forms of violence. Taking or hiding someone else's property

Racist, religious or faith based:	Racial taunts, derogatory comments relating to racial background, culture or religious beliefs
Sexual or sexist:	Unwanted physical contact, sexual and / or sexist comments
Homophobic or transphobic:	Focussing on sexual orientation
Disability:	Unfavourable or negative comments, gestures or actions made to someone relating to a disability or special educational needs
Cyberbullying:	Use of mobile technology, internet or social media (e.g. mobile phones, smart devices, facebook, snapchat, tiktok, twitter, whatsapp) to deliberately upset someone. This is further addressed in our E-safety policy and youth produced sexual imagery / 'sexting' is addressed in our Safeguarding and child protection policy

Some forms of bullying (e.g. assault, theft, hate crimes) are illegal and will be reported to the police

Bullying is not the odd occasion of falling out with others, name calling or arguments

Pupils sometimes fall out or say things because they are upset with someone else or a situation. When occasional problems of this kind occur it cannot be classed as bullying. It is an important part of all children's development to learn how to deal with conflict, friendship breakdowns, the odd name-calling or prank. We all have to learn how to deal with these situations and develop the appropriate social skills to deal with or repair relationships.

It is also important for pupils to understand that if they themselves upset or hurt someone and that person retaliates, the retaliation is not necessarily bullying either. (Retaliation is not acceptable according to our academy rules and will be dealt with appropriately, but this is **not** bullying).

Bullying is unacceptable behaviour repeated over a period of time.

What can pupils do if they are being bullied?

Wherever you are in the academy you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you it is important to remember that there are people who can help you.

Tell someone.

A class or form teacher is best placed to help in the first instance but all adults in our academies are approachable and ready to listen. There is also: -

Primary academies	Secondary academies
<ul style="list-style-type: none">• Playground friends• School council members	<ul style="list-style-type: none">• Anti bullying ambassadors• Pastoral leads• School council members

When you tell an adult, it is important to give as many facts as you can such as: -

- What happened?
- Who was involved?
- Where did it happen?
- When did it happen?
- How often did it happen?
- Why do you think it happened?
- How did it happen?

Never be afraid to do something about it (the sooner, the better)

Always remember to talk to others to others about how you are feeling.

What can you do if you see someone else being bullied?

The role of the bystander

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in harm's way. Here are some useful tips on what you can do as a bystander: -

- Remember not to smile or laugh at the situation
- It is important not to rush over and take the bully on yourself
- It is important not to rush over and join in
- If safe to do so, encourage the bully to stop bullying

- If you can, let the bully know you do not like his / her behaviour
- Get help from any adult at the academy
- Tell a member of staff as soon as you can
- Try and befriend the person being bullied
- Tell the person being bullied that he / she must tell a member of staff or a family member

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at the academy. The allegations will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard.

Staff will protect and support all pupils involved whilst allegations or incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to any allegations of bullying or incidents:

1. Report all allegations of bullying and / or incident(s) to staff;
2. Staff will make sure that the victim is and feels safe (where appropriate / necessary the academy's physical injury procedures will be followed);
3. Staff will listen and speak to all pupils involved about the incident separately;
4. The problem will be identified and possible solutions suggested;
5. Staff will attempt to adopt a problem solving approach which will help to move pupils on from them having to justify their behaviour;
6. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying;
7. Staff will reinforce clearly to the bully that their behaviour is unacceptable;
8. The bully (or bullies) may be asked to make a genuine apology. Other consequences may take place and appropriate sanctions applied;
9. If possible all pupils will be reconciled;

10. An attempt will be made, and support given, to help the bully (or bullies) to understand and change their behaviour;
11. In all cases of bullying the incident will be recorded on the pupil's record / database. If an incident occurs at playtime / lunchtime, the member of staff **must** report this to the appropriate teacher or duty staff who will ensure the incident is recorded on the pupil's record / database.
12. The class teacher (or senior member of staff depending on the seriousness of the incident) will report the incident to the parent(s) of the victim and perpetrator either by telephone or verbally at the end of the school day;
13. In serious cases the incident will be reported to a senior member of staff and parent(s) of the victim and perpetrator will be separately invited to come into the academy for a meeting to discuss the issue;
14. After the incident or allegation(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place;
15. Bullying incidents will be discussed regularly at staff meetings;
16. The Head teacher will report termly to governors on any incidents of serious bullying;

Sanctions

Some, or a combination of the following sanctions may be used and application will be assessed in relation to the severity of any incident(s): -

- Apologise to the victim(s) verbally or in writing
- Loss of privileges
- Loss of team / house points
- Loss of break time(s)
- Spend lunchtimes with an adult inside the academy
- Parents / carers invited into the academy
- Behaviour recorded on pupil's records / databases
- Work in another classroom for a period of time
- Report to senior member of staff daily or weekly as appropriate

- Be withdrawn from participation in academy visits, clubs, events that are not part of the statutory curriculum
- Suspension or permanent exclusion (in line with our [Exclusion Policy](#) available on our website)

Strategies for the prevention of bullying

Initiatives and proactive teaching strategies will be used throughout the academy to develop a positive learning environment in which bullying is regarded as unacceptable. These include: -

- Anti-bullying to be a regular agenda item for the academy council
- Whole academy monitoring of any incidents of serious bullying to inform effectiveness of academy policies
- Each class will discuss rules and prevention in PHSE lessons which support this policy
- Anti-bullying information to be high profile around the Academy
- Awareness raising through regular anti-bullying assemblies
- Using drama activities and role-play to help pupils deal with conflict / friendships / bullying
- Implementation of positive behaviour at break-times and lunchtimes
- Using praise and rewards to reinforce positive behaviour
- Encouraging the whole academy community (including our parents / carers) to model appropriate behaviour towards one another and towards the Academy

And additionally: -

Primary academies	Secondary academies
<ul style="list-style-type: none"> • Playground friends to listen to and support students with any worries or concerns relating to bullying • Circle time on bullying issues • Children writing stories, poems and drawing pictures about bullying • Children being read stories about bullying 	<ul style="list-style-type: none"> • Where applicable, school council member to listen to and support students with any worries or concerns relating to bullying

Further information

Please see below sample of external organisations and agencies which can provide independent support and guidance to staff, parents, carers, and pupils.

Organisation	Contact details
Advisory Centre for Education (ACE)	www.ace-ed.org.uk Tel: 0300 0115 142
Anti-bullying Alliance	www.anti-bullyingalliance.org.uk
Anti-bullying Network	www.antibullying.net
Bullying Online	www.bullying.co.uk Tel: 0808 800 2222
Childline	www.childline.org Tel: 0800 1111
Children's Legal Centre	www.childrenslegalcentre.com
Department for Education	www.gov.uk/bullying-at-school
Family Lives (parent line)	www.familylives.org.uk Tel: 0808 800 2222
Kidscape	www.kidscape.org.uk Tel: 020 7823 5430 (parent advice)
NSPCC	www.nspcc.org.uk