Anti-Bullying Policy

Freemantle Church of England Community Academy Trust

This policy should be read in conjunction with the following where further information may be found:

- Safeguarding Policy
- Child Protection Policy
- Child on Child Abuse Policy
- Behaviour Policy
- Complaints Policy

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1. Definition and legislation

Bullying is defined as:

> "… behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special education needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences" (DfE "Preventing and Tackling Bullying", July 2017).

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same unacceptable behaviors 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 can be a form of child on child abuse and can be emotionally, physically or sexually abusive; it can cause severe and adverse effects on children's emotional development.

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' 2022 and Childnets 'Cyberbullying: Understand, Prevent and Respond: Guidance for Schools',' The Education and Inspection Act' 2006, 'The Equality Act' 2010 'The Children's Act' 1989, 'Protection from Harassment Act' 1997, 'The Malicious Communications Act' 1988 and 'Public Order Act' 1986.

As an academy we take incidents of bullying and its impact seriously. Staff, pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The academy will seek ways to counter the effects of bullying that may occur within academy or in the local community. The ethos of our academy fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

2. Policy objectives

The overarching aim of this policy is to work together to ensure that our academy is a safe place for children and adults to be; whether the academy community is directly or indirectly affected by bullying or not. This is evident within our Vision and Values where we state "Everyone is welcome" and through our curriculum aims, where we state the importance of our pupils "**Being good citizens…** We are committed to the Personal Development of each child through a curriculum which celebrates difference, develops an understanding of justice, and supports the development of **strong**, **courageous** and **responsible** learners.

All pupils, parents and staff should know what the academy policy is on bullying, and what they should do if bullying arises.

All directors, teaching and non-teaching staff, pupils and parents should understand what bullying is and committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

3. Responsibilities

It is the responsibility of:

- The Leadership Team to communicate this policy to the Academy 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.
- Academy Directors to take a lead role in monitoring and reviewing this policy.
- All staff, including: directors, Headteachers, SAT, 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 Academy.
- Pupils to abide by the policy.

4. Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care, or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics) e.g. Bullying related to race, religion, faith and belief and for those without faith and bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation
- Gender based bullying, including transphobic bullying

5. Signs and symptoms for parents

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

- Is frightened of walking to or from academy asks to be driven to academy.
- Changes their usual routine.
- Is unwilling to go to the academy and begin to truant.
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.

- Feels ill in the morning.
- Begins to do make less effort with academy work than previously.
- Comes home with clothes torn or books damaged.
- Have possessions which are damaged or 'go missing'.
- Asks for money or starts stealing money.
- Has dinner or other monies continually 'lost'.
- Has unexplained cuts or bruises.
- Comes home hungry (lunch has been stolen).
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what is wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a cyber-message is received.
- Lack of eye contact.
- Becoming short tempered.
- Change in attitude to people at home.

These signs and behaviours ***could*** indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

6. Academy ethos

Freemantle C.E. Community Academy 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 Academy 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.
- Ensures that bullying is explored as part of planned and timetabled PSHE and RSHE education and that children have an awareness of; what bullying is, how to prevent it and know what to do if bullying arises.
- 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 and abides by the anti-bullying policy.
- Requires all members of the community to work with the Academy to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected; works in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the Academy response to bullying in line with our complaints policy.
- Seeks to learn from good anti-bullying practice elsewhere.

- Utilises support from the Local Authority and other relevant organisations when appropriate.

7. Responding to bullying

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

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The academy will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The Heads/Designated Safeguarding Lead (DSL) or another member of SAT will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The academy will speak with and inform other staff members, where appropriate.
- The academy will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
- Sanctions, as identified within the academy behaviour policy and support will be implemented in consultation with all parties concerned.
- 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 of or by pupils takes place off site or outside of normal academy hours (including online bullying), the academy will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools and the Police where necessary. Appropriate action will be taken, including providing support and implementing sanctions in accordance with this policy and the academy behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the academy in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying/ Online Bullying

Note: Our academy will refer to Childnets Cyberbullying guidance when responding to Cyberbullying concerns.

The Academy will:

- Act as soon as an incident has been reported or identified.
- 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. This may include: looking at use of the academy systems; identifying and interviewing possible witnesses; contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:

  Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.

  Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and academy policy. (Note: We will access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that procedure is followed lawfully)

  Requesting the deletion of locally-held content and content posted online if they contravene academy behavioural policies.

- Ensure that sanctions are applied to the person responsible for the cyberbullying; the academy will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include: advising those targeted not to retaliate or reply; providing advice on blocking or removing people from contact lists; helping those involved to think carefully about what private information they may have in the public domain.

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the child and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Discussing how to respond to concerns and build resilience as appropriate.
- 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; this could include support through the Southampton Children's Resource Service (CRS) or support through the Children and Young People's Mental Health Service (CAMHS).

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.
- Sanctioning, in line with academy behaviour/discipline policy; this may include official warnings, detentions, 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; this may include involvement from the Police or referrals to Children and Families First via the Children's Resource Service, or the Children and Young People's Mental Health Service (CAMHS).

Supporting adults

Our Academy takes measures to prevent and tackle bullying; however, it is equally important to recognise that bullying of staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a member of SAT and/or the Heads or Chair of Directors.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off site or outside of normal academy hours (including online), the academy will still investigate the concern and ensure that appropriate action is taken in accordance with the academy's behaviour policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.

- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or one of the Headteachers to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the Academy's official complaints procedures.
- If online, requesting that content be removed/or reporting directly to the Police.
- Instigating disciplinary, civil or legal action as appropriate or required.

8. Preventing bullying

Environment

The Academy will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, promoting our fundamental British Values; which are 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).
- Recognise the potential for children with SEN and disabilities to be disproportionally impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the academy values of tolerance, non-discrimination and respect towards others in line with KCSiE 2022.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive academy ethos.
- Create a culture of openness to safeguard our pupils and ensure children know how to ask for help/receive support.

Policy and Support

The Academy will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing academy policies, for any bullying bought to the academy's attention, which involves or effects pupils, even when they are not on Academy premises; for example, when using academy transport or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The Academy will:

- Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the Academy's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through work on RRSA, displays, assemblies, peer support, Mental Health Champions and Pupil Leadership Team.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year through the PSHE/RSHE curriculum and reinforced through key opportunities such as anti-bullying week to highlight awareness across the academy.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

9. Involvement of pupils

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the Academy's approach and are clear about the part they play in preventing bullying.
- Through PSHE/RSHE education explore our children's views on the extent and nature of bullying.
- To ensure our children understand their rights as children and how they can stay safe through the PSHE/RSHE curriculum, Unicef RRSA work and Collective Worship.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns and embedded messages in the wider curriculum.
- Utilise pupil voice in providing pupil led education and support.
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.
- Promote a culture of openness through our Mental Health support and Mental Health Champions, so that children know who they can talk to or how they can request help.

10. Involvement and liaison with parents/carers

We will:

- Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the Academy does not tolerate any form of bullying.
- 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 academy website.
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the academy gates that give rise to bullying.
- Ensure that parents work with the academy to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

11. Monitoring and review: putting policy into practice

The Academy will ensure that we regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the academy's action planning. The Executive Officer and Co-Headteachers will be informed of bullying concerns as appropriate, and this will be shared with the Board of Directors.

This policy should be read in conjunction with the following Academy policies:

- Safeguarding
- Confidentiality
- Behaviour
- British Values
- Whistleblowing policy
- Complaints Policy
- Online Safety Policy
- PSHE Education Policy
- RSHE Policy

12. Useful links and supporting organisations

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

Safeguarding Network: https://safeguarding.network/content/safeguarding-resources/bullying/

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

PSHE Association: www.pshe-association.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

The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools

Unicef RRSA: https://www.unicef.org.uk/rights-respecting-schools/

SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

Anti-bullying Aliance: SEND and Disability https://www.anti-bullyingalliance.org.uk/sites/default/files/field/attachment/cyberbullying-and-send-module-final%281%29.pdf

DfE: SEND code of practice: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/398815/SEND_Code_of_Practice_January_2015.pdf

Cyberbullying

Childnet: www.childnet.com

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

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

The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying

DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

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

Tell Mama: www.tellmamauk.org

Educate against Hate: www.educateagainsthate.com

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

LGBTQIA+

Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

Metro Charity: www.metrocentreonline.org

EACH: www.eachaction.org.uk

Proud Trust: www.theproudtrust.org

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

Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk

A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters

Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual

Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) www.gov.uk/government/publications/preventing-and-tackling-bullying