



ANTI-BULLYING POLICY

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As a Church of England Academy, we are inclusive of all regardless of creed, colour, race, gender, sexual orientation or ability. We hope to transform the lives of our pupils and students and our wider community by putting our core values of love, integrity, generosity, hope and tolerance (LIGHT) into action. As such all should feel welcomed and respected. Schools are, in part, measured by academic success. Pupils and students know this. We must help and enable each pupil and student to succeed to the best of their ability by providing high quality lessons and an appropriate curriculum for our pupils and students.

Our Anti-bullying Policy is based on the template from the Church of England document "All God's Children".

The ethos of the Academy enables pupils and students to develop personal responsibility and self-discipline in our community where gospel values are at the centre of all that we do in and through the relationships we have with each other. We must respect ourselves, respect each other, respect our values and respect our environment. Our mission is to inspire and enable each unique pupil/student to achieve their full spiritual, academic, physical, moral and personal potential and to strive always for excellence, not only academic excellence, but excellence in the development of the whole person, "*Life in all its fullness*" (John: 10: 10).

Academy Statement on Bullying

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the Academy's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.
- Related Policies are:
 - Child Protection and Safeguarding Policy
 - Behaviour for Learning Policy
 - Single Equality Scheme
 - Data Protection Policy

1. Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)

- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or bi-phobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances

2. Reporting bullying

Pupils and Students should tell any member of staff if they are worried. This includes but is not limited to Class Teachers, Form Tutors, Teachers, Pastoral Support Managers, the Year Team, the Senior Leadership Team and the Principal.

Reporting – roles and responsibilities

- Staff. All staff have a duty to challenge bullying, including homophobic, bi-phobic and transphobic bullying and language. They should report bullying, be vigilant to signs of bullying and play an active role in the Academy's efforts to prevent bullying.
- All staff have a duty to log and record any report of, or sight of, behavior that could be considered bullying. This should be logged clearly on the Academy's Management Information System. It is important that any evidence is collated as early as possible to ensure early intervention and clear communication with students and parents/carers.

Anti-bullying Leads at the Academy to include SLT, PSLT, the Year Team and the Safeguarding Team.

- **Senior staff.** The Principal and the Senior Leadership team have overall responsibility for ensuring that the Anti-bullying Policy is followed by all members of staff and that the Academy upholds its duty to promote the safety and wellbeing of all young people.
- Parents/carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report bullying.
- Pupils and students should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils and students should never be bystanders to incidents of bullying. They should offer support to the victim and encourage them to report it.
- Pastoral Teams will ensure that the reporting of any such incidents is discussed regularly in assemblies so that students and pupils see it as "the norm" to report any incidents which can be considered as bullying.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

- a) Staff will record the bullying on an incident reporting form and also record the incident centrally on the Academy's Management Information System.
- b) Designated school staff will monitor incident reporting forms and information recorded on the Academy's Management Information System and will record any actions taken, analysing the results.
- c) Designated school staff will produce termly reports summarising the information which the Principal will report to the Governing Body.
- d) Support will be offered to the target of the bullying from a variety of personnel including but not limited to the Pastoral Team, Class Teachers, Form Tutors and relevant external support agencies such as Barnardos and Porchlight
- e) Staff will proactively respond to the bully who may require support from a variety of personnel including but not limited to the Pastoral Team, Form tutors and relevant external support agencies such as Barnardos and Porchlight
- f) Staff will assess whether parents and carers need to be involved.
- g) Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils'/students' wellbeing beyond the school day. Staff, parents and carers, pupils and students must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

5. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on [the incident log, SIMS or other school databases] and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log

Prejudice based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the Principal regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions

6. Academy strategies to prevent and tackle bullying.

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- The PSHE programme of study includes opportunities for pupils and students to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective Worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self- confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- In the Secondary Phase, Tutor time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff, pupils and students across the school.
- Peer-mentoring, pupil-led/student-led programmes offer support to all pupils and students.
- Pupils/students are continually involved in developing school-wide anti-bullying initiatives through consultation with groups. This includes the work of Pupil/Student Voice
- Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate.

7. Training

The Principal is responsible for ensuring that all school staff (including education support staff, the Chaplain, administration staff and the site team) receive regular training on all aspects of the Anti-Bullying Policy.

8. Monitoring the policy

The Senior Leadership Team is responsible for monitoring the policy on a day-to-day basis. Pastoral staff are responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

9. Evaluating and reviewing

The Principal is responsible for reporting to the governing body (and the local authority where applicable) any record of bullying incidents that occur when appropriate and how the policy is being enforced and upheld. The governors are in turn responsible for evaluating the effectiveness of the policy by in- school monitoring such as learning walks and focus groups with pupils/students. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, students, parents, carers and governors.