Anti-Bullying Policy

Adopted by	Trustees
Chair	Rev Nigel Sinclair
Date	23.05.2019
Review Date	23.05.2020

Key Contact Personnel

Academy Designated Safeguarding Lead (s): (Mr S Crocker, Headteacher)

Named Governor with lead responsibility: (Mrs A Flouri)

This policy will be reviewed at least annually, and following any concerns and/or updates to national/local guidance or procedures

This policy:

- is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents.
- 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 Academy has read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying

Policy Objectives:

- This policy outlines what Elevate and its Academies will do to prevent and tackle all forms of bullying;
- The policy has been adopted with the involvement of the whole Academy community.
- Elevate and its Academies are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Links with other Policies and Practices:

This policy links:

- Elevate Behaviour policy
- Elevate Complaints policy
- Elevate Child protection & Safeguarding policy
- Elevate Confidentiality policy
- Elevate Exclusions policy
- Elevate Online safety and Acceptable Use Policies (AUP)
- Elevate Searching Screening and Confiscation Policy
- Curriculum policies, such as: PSHE, citizenship and computing
- Mobile phone and social media policies

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
- The Education (Independent School Standards) Regulations 2014
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Responsibilities:

It is the responsibility of:

The Head teacher: References below to 'the Head Teacher' includes the Executive Head Teacher, Head Teacher or acting Head Teacher as appropriate.

- 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;
- **Trustees:** to take a lead role in monitoring and reviewing this policy;
- **Elevate:** this includes all staff, Trustees, governors, senior leadership, teaching and nonteaching staff and volunteers to support, uphold and implement this policy accordingly;
- **Parents/carers:** to support their children and work in partnership with the Academy;
- **Children:** to abide by the policy.

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; producing offensive graffiti; 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 Academy 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.

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/children with protected characteristics):
- ✦ Bullying related to race, religion, faith and belief and for those without faith;
- ✦ Bullying related to ethnicity, nationality or culture;
- ✦ Bullying related to Special Educational Needs or Disability (SEND);
- ✦ Bullying related to sexual orientation (homophobic/biphobic bullying);
- ✦ Gender based bullying, including transphobic bullying;
- ✦ Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Ethos of Elevate and its Academies:

Elevate and its Academies 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 Elevate and its Academies can help to create a safe and disciplined environment, where children are able to learn and fulfil their potential.

Elevate and its Academies will:

- Support staff to promote positive relationships to help prevent bullying;
- Recognises that some members of its community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help 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 the children are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti bullying policy;
- Require 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 so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages;
- Deal promptly with grievances regarding the Academy response to bullying in line with Elevate's Complaints policy;
- Seeks to learn from good anti-bullying practice elsewhere;
- Utilise support from the Local Authority and other relevant organisations when appropriate.

Responding to Bullying:

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 head teacher/Designated Safeguarding Lead (DSL) 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 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;
- Consequences, as identified within Elevate's 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 children takes place **off school site** or outside of normal school hours (including cyberbullying), the Academy will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools/academies. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and Elevate's 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:

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 children electronic devices, such as mobile phones, in accordance with the law and Elevate's searching and confiscation policy. **The Academy will adhere to the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the schools powers are used proportionately and lawfully)**
  - ✦ Requesting the deletion of locally-held content and content posted online if they contravene the Academy's 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 children 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 Children who have been bullied:

Children 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 DSL, or a member of staff of their choice;
- Being advised to keep a record of the bullying as evidence and discuss how 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 Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS).

Children 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 Elevate's Behaviour 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 Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS).

Supporting Adults who have been Bullied:

The Academy takes measures to prevent and tackle bullying among children. However, it is equally important to recognise that bullying of adults, including staff and parents, whether by children, 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 DSL, a senior member of staff and/or the head teacher;
- 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 school site or outside of normal school hours (including online), the Academy will still investigate the concern and ensure that appropriate action is taken in accordance with the Academy's' behaviour and discipline 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 the head teacher to establish the concern;
- Establishing whether a legitimate grievance or concern has been raised and signposting to Elevate's Complaints policy;
- If online, requesting that content be removed;
- Instigating disciplinary, civil or legal action as appropriate or required.

Note: Specific guidance is available for leaders regarding dealing with complaints made on social networking sites: www.kelsi.org.uk/child-protectionandsafeguarding/e-safety.

Preventing Bullying:

Environment:
The Academy 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);
- Recognises 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,
        : looked after children,
        : 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's values of tolerance, non-discrimination and respect towards others;
- 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.

Policy and Support:
The Academy will:

- Provide a range of approaches for children, 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 Trust and Academy policies, for any bullying bought to the Academy's' attention, which involves or effects children, even when they are not on the Academy premises; for example, when using school transport or online, etc.
- Implement appropriate disciplinary sanctions; the sanctions 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 Trusts and 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 displays, assemblies, peer support, the school/student council, etc.
- 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, reinforced through key opportunities such as anti-bullying week;
- Provide systematic opportunities to develop children's' social and emotional skills, including building their resilience and self-esteem.

Involvement of Children:
The Academy will:
- Involve children 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;
- Regularly canvas children and young people's views on the extent and nature of bullying;
- Ensure that all children know how to express worries and anxieties about bullying;
- Ensure that all children are aware of the range of consequences which may be applied against those engaging in bullying;
- Involve children in anti-bullying campaigns in the Academy and embedded messages in the wider school curriculum;
- Utilise pupil voice/school forum/council in providing child led education and support;
- Publicise the details of internal support, as well as external helplines and websites;
- Offer support to children who have been bullied and to those who are bullying to address the problems they have.

Involvement and Liaison with Parents and Carers:

The Academy will*:*
- Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that Elevate and its 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 children, both on and offline;
- Ensure all parents/carers know about Elevate's Complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and Review: putting policy into practice:
- Elevate and its Academy 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 Academy's action planning;
- The Head teacher will be informed of bullying concerns, as appropriate;
- The Head teacher will report on a regular basis (in the Head teacher's Report) to the Local governing Body on incidents of bullying, including outcomes.

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
- Restorative Justice Council: www.restorativejustice.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/restorativepracticeschools

SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk

- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
  www.cafamily.org.uk/media/750755/cyberbullying_and_send__module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-codeofpractice-0-to-25

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/ukcouncil-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

LGBT
- 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 o A Guide for Schools:
  www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-SchoolsGuide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaignposters

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