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| <b>Title</b>               | Anti-Bullying   |
| <b>Associated Policies</b> | <ul style="list-style-type: none"> <li>• Behaviour and Discipline (TPO/STU/03)</li> <li>• Single Equality Policy (TPO/EO/01)</li> <li>• Special Educational Needs and Inclusion (TPO/STU/05)</li> <li>• Student Care and Welfare (TPO/STU/06)</li> <li>• Student Voice (TPO/STU/08)</li> <li>• Grievance Procedure (TPO/STA/23)</li> <li>• Safeguarding and Child Protection (TPO/HS/05)</li> <li>• Peer on Peer Abuse (TPO/HS/12)</li> </ul> |

REVIEWED: NOVEMBER 2021

NEXT REVIEW: NOVEMBER 2024

**1. Policy Statement**

- 1.1 The Trust recognises that all members of the Trust community, staff and students alike have the right to feel safe, secure and accepted. Our academies foster a welcoming culture of safety, responsibility and respect to ensure that our community is provided with a caring, inclusive and safe environment in which to learn or work. Bullying of any kind is unacceptable and will not be tolerated at our academies. If bullying does occur, all students and staff are able to report bullying and know that incidents will be dealt with promptly, proportionately and effectively.
- 1.2 The Trust complies with the Public Sector Equality Duty (PSED) within the Equality Act which requires all academies to eliminate unlawful discrimination, harassment, victimisation and to foster good relations between those who share a protected characteristic and those who do not. We therefore take all incidences of bullying seriously and it is our duty as a whole Trust community to take measures to prevent and tackle any bullying, harassment or discrimination.

**2. Definition**

**2.1 What is Bullying?**

‘Bullying is 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 educational 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.’ (*Preventing and tackling bullying*, DfE, July 2017)

Bullying may include:

- Physical assaults or threats – pushing, kicking, hitting, punching and any form of violence
- Verbal – name calling, sarcasm, spreading rumours, persistent teasing, coercion teasing
- Emotional – tormenting, threatening ridicule, humiliation, exclusion from groups or activities, derogatory name calling of an insulting and/or personal nature, demanding money, material goods or favours by means of threat or force
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments

- Homophobic or gender-based bullying focused on sexual orientation, gender identification or inappropriate use of language
- Cyber – across all areas of the internet such as emails, inappropriate use of website, social networking, instant messaging, text messaging, and including misuse of associated technologies including camera and video facilities

Bullying may be related to:

- Race, religion, culture or beliefs
- Appearance
- Sexual orientation
- Gender identity
- Special Educational Needs
- Disability
- Home and family circumstance
- None of the above

Our academies will not accept any of the above behaviours from any member of the community, whether or not the bullying takes place on academy premises or within or outside of normal school hours.

- 2.2** A student or member of staff may indicate by signs or behaviour that they are being bullied. Everyone in the school community should be aware of these possible signs and that they should raise a concern with the appropriate staff member:
- Unwillingness to come to the Academy/work
  - Withdrawn or isolated behaviour, change in personality traits
  - Complaining about missing or damaged possessions
  - Refusal to talk about the problem
  - Easily distressed, anxious, lacking in confidence
  - Damaged or incomplete work, decline in academic progress or performance
  - Physical appearance and/or injury

### 3. Who does this policy apply to?

- 3.1** The policy applies to all staff and students of the Academy.

### 4. Who is responsible for carrying out this policy?

- 4.1** The implementation of this policy will be monitored by the Strategic Delivery Group and the governors of each Academy and will remain under constant review. Governors of the Academy will review the records on a termly basis to monitor the effectiveness of the policy, actions taken by staff and sanctions imposed.
- 4.2 Senior Staff:** The Senior Leadership Team and the Principal/Associate Principal have overall responsibility for ensuring that the anti-bullying policy and other related policies and procedures are followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people and staff. This includes ensuring that students and staff have a clear understanding of what bullying is, the impact it can have and how to prevent and report bullying.

- 4.3 Staff:** All school staff have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. This includes being familiar with the Trust's and academy's policies to protect students from bullying, including the behaviour, child protection and peer on peer abuse policies. If staff are aware of bullying, they should reassure those involved and inform a relevant member of staff, in line with the internal Academy procedures. Staff are responsible for implementing procedures to confront bullying of any form, including investigating incidents promptly and as fully as possible and taking appropriate action as appropriate.
- 4.4 Parents and Carers:** Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. If parents have any concerns that bullying may be occurring, they should speak immediately to the child's class teacher or tutor or any other member of staff.
- 4.5 Students:** Students should not take part in any kind of bullying and should watch out for potential signs of bullying amongst their peers. They should never be bystanders to incidents of bullying. If students witness bullying they should support the victim, encourage them to report the bullying and, if possible, accompany them to a trusted adult.

## 5. What are the objectives of this policy?

- 5.1** For our academies to embed a whole school approach to prevent bullying in order to create a safe and inclusive environment for staff and students. This includes:
- ensuring that procedures are in place to report, investigate and act on any concerns without fear of further bullying or discrimination, and that ongoing support by the Academy's student care teams is available, including ensuring students are aware of issues in relation to bullying and where to access support if they have a concern.
  - embedding our inclusive curriculum which celebrates diversity and promotes tolerance and mutual respect of others, and for these messages to be reinforced through the assembly and PSHE/tutor programme.
- 5.2** For all Trust staff and governors to be made aware of the Trust's commitment to eliminate bullying. They will know how to recognise bullying, how to challenge it and how to report incidents of bullying. Induction and training will support staff to develop the skills necessary to deal with events as they arise.
- 5.3** For all students to be clear of the Trust's and each Academy's commitment to eliminate bullying through assemblies, tutor time and the curriculum. They will understand how to recognise bullying, understand its implications, be supported in challenging it and know where to go for help and support.
- 5.4** For parents and carers to be confident that their children are safe and that the Academy will take concerns seriously. This is through parents and carers being made aware of their Academy's commitment to eliminate bullying through parental information. Parents expressing concerns about bullying will be supported and know who to approach.
- 5.5** For each Academy to seek the views of all stakeholders on the nature and extent of bullying in the Academy through its annual questionnaire. Students' views will additionally be sought through the student forums. All feedback will be used to inform future provision.
- 5.6** For individual academies to work in partnership with external agencies to eliminate bullying and provide additional support for those who may have been victims of bullying, as well as implementing suitable interventions for the perpetrators.
- 5.7** For parents and carers to be informed of the incidence of bullying as appropriate, and the action taken by the Academy. The involvement of other agencies may also be requested by the Academy depending on the circumstances. The Academy may also refer the matter to the police.

- 5.8 To record incidents and action taken where appropriate. Records are to be routinely analysed to identify key vulnerabilities among students, and in revealing patterns and trends that could inform a more proactive approach to preventing bullying. This could include notifying the Police if the bullying could be criminal or pose a serious threat to a member of the public.

## 6. Anti-bullying procedures

- 6.1 Each Academy has its own internal procedures for investigating concerns relating to bullying. This will include:
- Parent or student informing a staff member that bullying is occurring
  - The appropriate staff member to properly investigate the concerns being raised
  - The facts will be established by asking students to write accounts of what has happened, if appropriate
  - Where serious allegations of bullying are made, these will be dealt with by a senior staff member and will be supported by a Trust lead or someone external to school as part of the investigation
  - Once investigated, the unacceptable nature of any behaviour will be made clear to the perpetrator and their parents. Any students whose behaviour is found to be unacceptable will be sanctioned in line with the Academy's behaviour management procedures and appropriate intervention put in place for the perpetrator
  - Parents of perpetrators and victims will be contacted by the academy and offered guidance, including signposting to external agencies, to support their children
  - Staff will monitor the victim and perpetrator and ensure that any recurrence is dealt with swiftly
  - All investigation reports and outcomes will be recorded
- 6.2 There may be occasions where, despite all efforts, problems continue. It is particularly difficult to deal with bullying or harassment that takes place outside an academy and, in these cases, the academy will advise parents to make contact with the Police if they feel that this is appropriate or other supportive agencies.
- 6.3 When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm', staff will treat a bullying incident as a child protection concern under the Children Act 1989. Where this is the case, staff will discuss with the Designated Safeguarding Lead, report their concerns to their local authority children's social care and work with them to take appropriate action. The academy will refer concerns to Children's Social Care as appropriate and report crimes to the police.
- 6.4 Whilst the majority of incidents of bullying will be reported to staff, all staff must remain vigilant in watching for activity both inside and outside of lessons which might be evidence of bullying. Any concerns should be referred to the dedicated member of staff. Non-intervention will not be accepted as this has the effect of tacitly condoning the bullying.
- 6.5 In line with the Behaviour and Discipline Policy, the following disciplinary steps can be taken against acts of bullying:
- Official warning to cease offending
  - Communication with parents
  - On report
  - Internal isolation
  - Involvement of external agencies, as appropriate
  - Fixed term exclusion from the Academy

- Permanent exclusion from the Academy
- In the case of staff, the grievance procedure may be followed

6.6 Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on students’ wellbeing beyond the school day. Staff, parents and carers, and students must be vigilant to bullying outside of school and report and respond accordingly in line with this policy. Parents/carers are encouraged to report concerns arising from issues out of school hours to external agencies, such as the Police, should they wish to. This information can be accessed on the Safeguarding pages of each Academy’s website.

**7. Policy Review**

7.1 This policy will be monitored as part of the Academy’s annual internal review and reviewed on a three year cycle or as required by legislature changes.

**Document Control**

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| <b>Date of last review:</b> | November 2021            | <b>Author:</b>  | Executive Officer |
| <b>Date of next review:</b> | November 2024            | <b>Version:</b> | 4                 |
| <b>Approved by:</b>         | Strategic Delivery Group | <b>Status:</b>  | Ratified          |

**Summary of Changes**

- Included references to Safeguarding and Child Protection policy and Peer on Peer Abuse policy.
- Updated policy statement to outline BWT’s vision to ensure culture of safety and respect, including reference to compliance with Public Sector Equality Duty within the Equality Act (**paragraph 1.1 and 1.2**).
- Updated definition of bullying and what this can include (**paragraph 2.1**).
- Updated responsibility of senior staff to ensure all anti-bullying and other related policies and procedures are followed by staff and that training is provided to ensure staff know what to look out for and the reporting procedures (**paragraph 4.2**).
- Updated responsibility of staff to ensure familiarity with policy and reporting processes (**paragraph 4.3**).
- Updated responsibility of parents to report concerns about bullying to a relevant member of staff (**paragraph 4.4**).
- Updated objectives of the policy (**paragraph 5.1**).
- Included reference to provision of induction and training to support staff develop skills to deal with events as they arise (**paragraph 5.2**).