Anti-bullying strategy 2023 - 2024

Core Purpose

This policy supports our aim to work to eliminate bullying in school and, when it does happen, to deal with it firmly, fairly and in a manner that all parties are happy with and which is most likely to prevent it from happening again.

The school's behaviour policy sets out two basic rules for our students:

We expect all members of our school community to:

- **Act in a way that helps others to learn successfully.**
- **Behave in a way that allows everyone to be safe and happy.**

Bullying is clearly a breach of these rules.

Aims

This policy aims to:

- **define** what we consider to be bullying
- out the **actions** we take to prevent bullying and to educate students about bullying
- set out a consistent approach to dealing with bullying
- ensuring **fairness of treatment** for all to ensure the welfare of all
- summarise the **roles and responsibilities** of all staff with regards to bullying
- encourage a **positive partnership** with parents

Legislation, statutory requirements and statutory guidance.

This policy is based on legislation and advice from the Department for Education (DfE) on:

Behaviour in schools: advice for headteachers and school staff 2024

The Equality Act 2010

Keeping Children Safe in Education 2023

Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement 2023

Supporting pupils with medical conditions at school

Special Educational Needs and Disability (SEND) Code of Practice

Sharing nudes and semi-nudes how to respond to an incident

Preventing and tackling bullying 2017

Cyber-bullying advice for teachers and school staff 2014

In addition, this policy is based on:

Section 175 of the Education Act 2002, which outlines a school's duty to safeguard and promote the welfare of its pupils

This policy links to other school polices including:

- The child protection and safeguarding policy.
- The behaviour policy
- The complaints policy

Review Period

This policy will be reviewed on a biannual basis by governors' learning and pastoral committee.

Defining bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful

- Repeated, often over a period of time

- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being deliberately and systematically unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence or force.
Prejudice-based and discriminatory, including: • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular protected characteristic (e.g. gender, race, sexuality)
Sexual harassment	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching, comments about a person's body, sharing of images of personal messages

TYPE OF BULLYING	DEFINITION
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps, gaming sites, devices or via images, audio, video, or written content generated by artificial intelligence (AI)

Bullying is recognised by the school as being a form of child-on-child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Preventing bullying

Our aim is to prevent bullying where possible.

To do this we:

Educate students about how to behave towards other people and about bullying in all of its forms, we do this through:

- Assemblies
- Tutor time activities
- One off events and visiting speakers
- Teaching in our learning for life programme
- Our transition programme before students join the school
- Curriculum content in lessons such as English and drama
- A focus on the British values of tolerance and respect and individual liberty

Take action to make bullying less likely by:

- Having CCTV in many areas of school
- Having staff on duty around school at lesson changes, break and lunchtime
- Having toilets supervised by duty staff
- Changing the design of toilets to avoid "rooms behind closed doors"
- Providing separate toilets of year 7 and 8 and year 9 to 11
- Making key staff visible in hi-vis jackets when on duty
- Having staff on duty and visible at the beginning and end of the school day
- Providing year 7 with a separate sitting for dinner whilst they settle into school
- Use mixed age tutor groups to break down barriers between year groups
- Banning the use of mobile phones in school
- Monitoring network traffic and e-mails in school
- Carefully planning seating arrangements in lessons
- Moving students to different tutor or teaching groups when necessary
- Having one-way systems in critical areas for make corridors less busy

- Working with our school parliament to identify high-risk areas and to take action to make them safer.

The school recognises that specific groups of students are particularly vulnerable to bullying. These include children and young people with Special Educational Needs and Disabilities (SEND), young carers, Black and Minority Ethnic (BME) students, those who are, or thought to be lesbian, gay, bisexual, transgender, questioning (LGBTQ+) and those who hold different faiths or beliefs. As such, prevention of bullying considers the specific patterns of possible discrimination that these groups face.

Dealing with bullying

Steps to be taken in all cases

- When an incident of bullying is reported by a student, a parent or other adult, or a member of staff; or, when an incident that may be bullying but is not described as such is reported, the adult receiving the report will log the incident on CPOMS, and will tag the incident as 'bullying', assign it to the **victim's** pastoral leader, and alert the perpetrators pastoral leader and the SLG member responsible for behaviour.
- The SLG member responsible for behaviour will log the incident on the school's bullying log.
- **The system is victim led, so the victim's pastoral leader will lead the process.**
- The school will ensure that the victim is safe from further harm and will contact the victim's parents to inform them of the incident. The parents will be offered the opportunity to come into school for a meeting.
- The pastoral team will take statements from any witnesses and secure CCTV footage when necessary.

The school's senior DSL will be informed in **all cases** that **may** constitute child-on-child abuse, or that could be sexual harassment or sexual assault, or that have a potentially discriminatory element (e.g. racist, homophobic, biphobic bullying).

In the case of incidents of sexual harassment or sexual assault the school will use the harmful sexual behaviours flow chart in the safeguarding policy as a guide to appropriate initial steps. Advice will be sought as required from social care.

Steps to be taken as necessary

- Whatever action the school takes, parents always have a right to refer an incident to the police. The school will collaborate fully with the police in these cases.
- Where bullying takes place away from the school site, out of school hours (including cyber bullying) the school will ensure that the concerns are investigated as fully as is reasonably practicable and will endeavour to support in resolving the issue. It is important to acknowledge however that, depending on the circumstances, the school's powers may be limited.

Resolving bullying issues

All cases of bullying are different and approaches to resolving the issue need to be decided on a case-by-case basis. The approach we use will be decided depending on the circumstances and taking into account the wishes of the victim and their parents.

School may:

- Apply sanctions from the school's behaviour policy up to and including permanent exclusion from school in the most serious cases.
- Report the matter to the police or to social care in serious child-on-child abuse cases, in line with the school's safeguarding policy.
- With the agreement of the victim, take a restorative approach either solely (in low level friendship cases) or alongside sanctions.
- Ask the parents of the perpetrator to come into school for a meeting.
- Make changes to groupings in school (in this cases the assumption should be that it is the perpetrator who has to move group).
- Put in place monitoring strategies, for example given a student a single point of contact for any future concerns.

In cyberbullying cases, school will (in addition to the above):

- Act as soon as the incident is reported to preserve any online evidence, advise the victim and their parents to keep messages and images.
- Work with individuals and service providers to try to prevent content from spreading.
- Confiscate and search students' electronic devices in accordance with the law and the DfE "Searching, Screening and Confiscating in School" guidance, and Childnet Cyberbullying guidance.
- Request the deletion of any content held on the school network.
- Inform the police if a criminal offence has been committed.

In all cases the school will:

- Check that the incident has been dealt with to the satisfaction of parents and student victims.
- Ensure that an accurate and clear log of the incident and actions taken is recorded on CPOMS.
- Mark the entry in the school's bullying log as 'closed' once these steps have been taken.
- Provide appropriate support to the victim of bullying, this may include:
  o Ongoing pastoral support.
  o A single point of contact for future issues.
  o Counselling.
  o Where necessary referral to external organisations.

Responsibilities

It is the responsibility of:

- The head teacher to communicate this policy to the school 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.
- The SLG member responsible for behaviour to ensure that the policy is implemented correctly and in full and that adequate records are kept.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents to support their children and work in partnership with the school.
- Students to report bullying when they see it and to abide by the school's very clear behaviour code.

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
- 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/restorative-practiceschools

SEND

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

Cyber bullying

- 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)

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
- Educate against Hate
- Show Racism the Red Cad

LBGBTQ+

- 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 www.endviolenceagainstwomen.org.uk
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:

- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying