Diocese of Gloucester Academies Trust

Anti-Bullying Policy

Status & Review Cycle;	Non-statutory. Cycle flexible
Responsible group:	LGB following Trust guidance and model policy
Implementation date:	September 2017
Next Review Date:	September 2021

Diocese of Gloucester Academies Trust (DGAT)

Anti-bullying Policy

Policy Statement

1. The core purpose of any Church school is to maximise the learning potential of every pupils. Creating a climate for education where all pupils want to engage in learning is paramount and this means pupils need to feel safe and happy, and want to attend. Any form of bullying activity which thwarts security and wellbeing will have a detrimental effect on an individual's ability to learn. The Trust believes that every child is a child of God and should be valued as such. This is why DGAT academies place a huge importance on ensuring that bullying is tackled.

2. **Purpose & Scope**: This policy is intended to provide guidance to Local Governing Bodies and all DGAT teaching and support staff regarding dealing with and preventing bullying.

3. This policy has been written in accordance with guidance from the DFE including:

    - DFE Keeping Children Safe in Education (2020)
    - DfE 'Preventing and tackling bullying' (2017)
    - DfE 'Sexual violence and sexual harassment between children in schools and colleges' (2018)
    - DfE 'Mental health and wellbeing provision in schools' (2018)

Introduction

4. The Academy believes that all children have the right to protection from harm, neglect, and abuse and that their wellbeing is of paramount importance. Consequently, in line with the Equality Act 2010, it has a responsibility to :

    - Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the act.
    - Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
    - Foster good relations between people who share a protected characteristic and those who do not share it.

5. The Academy aims to ensure good relationships between, and good behaviour towards, all members of its community and that learning and personal development takes place in a climate of trust, safety, and confidence.

6. The Academy has a system of rewards set out in its behaviour policy, which aims to motivate and encourage pupils as well as helping to build individual self-confidence and self-esteem. The Academy values everyone's unique contribution to the community. Everyone has a responsibility for safeguarding and promoting the wellbeing of all pupils and all staff have a duty of care to ensure that pupils are protected from harm.

7. The Academy will ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.

Defining Bullying

8. Bullying is when a person deliberately makes another person feel hurt, intimidated or distressed through mental, verbal or physical abuse.

9. Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, hitting, punching or any use of violence
Sexual	Unwanted physical contact or sexually abusive comments
Racist	Racial taunts, graffiti, gestures
Homophobic	Because of, or focussing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Transphobic	Based on a person's gender or for not conforming to dominant gender roles.
Prejudicial	Based on prejudices towards specific characteristics e.g. SEND.
Cyber	All areas of internet, such as email & internet chat room misuse Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

10. Some bullying incidents can fall into the Hate Incident/Crime bracket. This can be defined as any incident, which may or may not constitute a criminal offence which is perceived by the victim or any other person as being motivated by hostility or prejudice. (College of Policing 2014). If a criminal offence has been committed it becomes a Hate Crime. The Protected characteristics under the current legislation (2019) are named as :disability, race, religion or belief, sexual orientation, and transgender identity. In Gloucestershire, this also includes, age, gender, and alternative subcultures, e.g. homeless. GCC procedures for reporting Hate Incidents/Crime must be followed in accordance with expectations set out in Keeping Children Safe in Education.

11. The Trust's Safeguarding and Child Protection policy lays out the stance that must be followed should there be a case of peer on peer abuse, including the procedures that should be followed in the event of this type of abuse.

12. It is very important for pupils to realise the extent of bullying as many are mistaken or misunderstand the definition when they 'fall out' with friends. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank and to be resilient. Pupils have to learn how to deal with these situations and develop social skills to repair relationships. "Banter" is never acceptable within the Academy.

13. Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from the Academy. These behaviours, however, do not in and of themselves mean that bullying is taking place. Likewise, bullying may occur without these behaviours appearing.

14. The introduction of the new statutory 'Relationships, and Education, Relationships and Sex Education and Health Education' guidance, which is in place in our Academy from September 2020, will deepen

pupils understanding about the importance of healthy relationships and safeguarding. All content will be age and stage appropriate and is in line with the Church of England's Guidance.

The aim of the Policy

15. The aims of the Academy's anti-bullying policy is to assist in creating an ethos in which attending the Academy is a positive experience for all members of the community and to make it clear that all forms of bullying are unacceptable. All members of the Academy community are responsible for helping to reduce bullying incidents; Academy staff will be alert to the signs of bullying and act promptly and firmly against any bullying behaviours. The policy aims to encourage pupils to report incidents of bullying and, in turn, to ensure that incident of bullying are dealt with effectively.

16. All victims who report bullying will always be listened to and supported. Pupils displaying bullying behaviour will be encouraged to change their attitudes and understand the implications of their actions. The Academy will equip all staff with the necessary skills and information necessary to deal with incidents of bullying and ensure that all incidents of bullying are recorded and, where appropriate, shared it with relevant organisations.

What can a pupil do if they are being bullied?

17. Pupils should always feel confident that they will always be listened to if reporting a bullying incident and should tell an adult that they trust. Victims will always be treated seriously, supported and kept safe.

Pupils will be encouraged to:

i. Tell yourself that you do not deserve to be bullied, and that it is WRONG!
ii. Be proud of who you are. It is good to be individual.
iii. Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
iv. Be assertive - shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
v. Not immediately fight back or make counter threats as it may make things worse. Talk to a teacher or parent/guardian first.
vi. Keeping evidence of cyber bullying and informing a parent and member of staff if they fall victim to cyber bullying.

If a pupil knows someone is being bullied:

i. TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
ii. If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.

As a Parent: signs of bullying

13. In identifying or dealing with bullying, a parent should consider the following steps:

i. Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.

ii. Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
iii. If you feel your child may be a victim of bullying behaviour, inform the Academy IMMEDIATELY by contacting your child's class teacher in the first instance. Your complaint will be taken seriously and appropriate action will follow.
iv. It is important that you advise your child not to fight back. It can make matters worse!
v. Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
vi. Make sure your child is fully aware of the Academy policy concerning bullying, and that they will not be afraid to ask for help.
vii. If your child has been a victim of cyber bullying, please ensure that you keep screenshots/records of the abuse to support the school in addressing these issues.

Academy Commitments

14. The Academy will:

i. Organise the Academy community in order to minimise opportunities for bullying, e.g. provide increased supervision at play times.
ii. Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other in line with the Academy's distinctive Christian vision, e.g. in PSHE teaching and Collective Worship.
iii. Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
iv. Encourage pupils to treat everyone with respect and dignity.
v. Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
vi. Ensure the fair and consistent application of this policy and the Academy' Behaviour Policy.
vii. Not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex, etc.
viii. Treat bullying as a serious offence and take every possible action to eradicate it.
ix. Work alongside other agency concerned with the wellbeing and welfare of children.
x. Review the Academy Policy and its degree of success.

Action to be taken when bullying is suspected:

15. Two main aims determine appropriate action when reacting to incidents of bullying:

i. To make the child who has been bullied feel safe
ii. To encourage better behaviour from the child who has displayed bullying behaviours, colluders and bystanders.

16. To achieve this, the Academy will use a range of strategies appropriate to the nature, severity, and history of the bullying. This may include restorative practice. Advice and guidance for support in Gloucestershire can be gained from Restorative Gloucestershire, this practice can help tackle harmful bullying behaviours, reduce exclusion levels, and /or prevent unnecessary criminalisation (01452 754542 or www.restorativegloucestershire.co.uk).

17. If the bullying is recently established behaviour by an individual or group which includes regular name calling, intimidation or social exclusion, (but not gross physical violence) a problem solving approach is adopted. The underlying intention is to change the dynamics of the situation, to raise the

awareness of the participants about bullying, and to support the peer group in taking responsibility for bullying.

18. If the bullying involves an individual or group, who have been involved in bullying on a previous occasionally and the Academy has previously implemented the problem-solving approach then the following procedure will be followed:

    i. The Principal is informed
    ii. The pupil who has been bullied is interviewed and their comments recorded
    iii. The pupil or pupils who have been displaying bullying behaviours is/are interviewed and their comments recorded
    iv. The parents of the individual/s who has shown bullying behaviour are contacted and invited to a meeting; a meeting between the Principal, pupil and parents is held; the incidents are outlined and the sanctions are detailed.
    v. Individual Behaviour Plans to set targets to improve and monitor behaviours are set up which may involve calling upon the expertise of outside agencies
    vi. In cases where hate incident/crime has happened, all recording will ensure that this terminology is used in both recording and dealing with the issue. The Academy may choose to use a restorative approach when dealing with Hate Crime incidents to modify behaviours as well as supporting both the victim and perpetrator/s.
    vii. In persistent circumstances sanctions may include;
        - Permanent exclusion
        - Temporary exclusion
        - Exclusion from the school premises

Disciplinary Steps

19. Where disciplinary steps are required, the Academy will consider the following actions, depending on the nature and severity of the incident:

    i. Bullies will be warned officially to stop offending.
    ii. Parents/guardians will be informed.
    iii. Pupils may be excluded from participation in play time at break and/or lunch times.
    iv. Pupils may have other privileges removed.
    v. Pupils may be escorted to and from the Academy premises.
    vi. If bullying is persistent, pupils may be excluded for a fixed period (one or two days).
    vii. If bullying continues following return from a fixed term exclusion, a longer period of removal may be considered.
    viii. Ultimately, permanent exclusion (expulsion) will be considered.

Related Policies

Behaviour Policy

Safeguarding Policy