

**Anti-bullying policy**

**Arrangements for Review:**

Jim Duncan is responsible for the implementation of this policy and conducting regular reviews. This policy was updated in November 2018.

Next review date: November 2019

**Key Contact Personnel**

Nominated Member of Leadership Staff Responsible for the policy:

Jim Duncan, CEO

Designated Safeguarding Leads:

Pat Bacon, Kika Andreou, Laura Bunting, Gaynor O’Sullivan, Ian Townsend-Blazier

**Anti-Bullying Policy**

This policy is based on DfE guidance “[Preventing and Tackling Bullying](file:///C%3A%5CUsers%5CAssitA01%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CTemporary%20Internet%20Files%5CContent.Outlook%5CZQ0RB9FM%5C%E2%80%A2%09https%3A%5Cwww.gov.uk%5Cgovernment%5Cpublications%5Cpreventing-and-tackling-bullying)” July 2017 and supporting documents. It also considers the DfE statutory guidance “[Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2)” 2018 and ‘[Sexual violence and sexual harassment between children in schools and colleges](https://www.gov.uk/government/publications/sexual-violence-and-sexual-harassment-between-children-in-schools-and-colleges)’ guidance. The setting has also read Childnet’s “[Cyberbullying: Understand, Prevent and Respond: Guidance for Schools](file:///C%3A%5CUsers%5CAssitA01%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CTemporary%20Internet%20Files%5CContent.Outlook%5CZQ0RB9FM%5Cwww.childnet.com%5Cresources%5Ccyberbullying-guidance-for-schools)”.

**1) Policy objectives:**

* This policy outlines what we will do to prevent and tackle all forms of bullying.
* We are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

**2) Links with other policies and practices**

* This policy links with the following policies:
* Child Protection
* Behaviour Management
* Online Safety
* Confidentiality and Information Sharing
* Use of Mobile Phones, Cameras and Images
* Acceptable Use Policy
* Whistle-Blowing

**3) Links to legislation**

* There are several pieces of legislation which set out measures and actions 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
* Protection from Harassment Act 1997
* The Malicious Communications Act 1988
* Public Order Act 1986

**4) Responsibilities**

* It is the responsibility of:
* The CEO to communicate this policy across the organisation, 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 Board to take a lead role in monitoring and reviewing this policy.
* All trustees and staff to support, uphold and implement this policy accordingly.
* Parents/carers to support their children and work in partnership with us.
* Children to abide by the policy.

**5) 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 us 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.

**6) 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)

**7) Our ethos**

* We recognise 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 we can help to create a safe and disciplined environment, where children are able to learn and fulfil their potential.
* ***We*:**
* Monitor and review our anti-bullying policy and practice on a regular basis.
* Support staff to promote positive relationships to help prevent bullying.
* Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to 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.
* Ensure our 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 us to uphold the anti-bullying policy.
* Recognise 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.
* Will deal promptly with grievances regarding our response to bullying in line with our complaints policy
* Seek to learn from good anti-bullying practice elsewhere.
* Utilise support from the Local Authority and other relevant organisations when appropriate.

**8) Responding to bullying**

* The following steps may be taken when dealing with all incidents of bullying reported to us:
* 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.
* We 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 CEO/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.
* We will speak with and inform other staff members, where appropriate.
* We will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
* 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 site or outside of normal working hours (including cyberbullying), we will ensure that the concern is fully investigated. If required, the DSL will collaborate with other organisations. Appropriate action will be taken, including providing support in accordance with this policy and our behaviour management policy.
* A clear and precise account of bullying incidents will be recorded by us in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

***Cyberbullying***

* When responding to cyberbullying concerns, we 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 our 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.
	+ Requesting the deletion of locally-held content and content posted online if they contravene our behavioural policies.
* Discuss what has happened with the parents of the person responsible for the cyberbullying and work out with them a plan for handling the behaviour.
* 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***

* *Children who have been bullied will be supported by:*
* Reassuring the child and providing continuous support.
* Offering an immediate opportunity to discuss the experience with their key person, the designated safeguarding lead, 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 Children’s Social Work Services, or support through the Child 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.
	+ 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**

* We take 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 designated safeguarding lead, a senior member of staff and/or the CEO.
	+ 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 our site or outside of working hours (including online), we will still investigate the concern and ensure that appropriate action is taken.
	+ 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 CEO to establish the concern.
* Establishing whether a legitimate grievance or concern has been raised and signposting to our official complaints procedures.
* If online, requesting that content be removed.
* Instigating disciplinary, civil or legal action as appropriate or required.

**9) Preventing bullying**

***Environment***

* We 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).
* Recognise the potential for children with SEN and disabilities to be disproportionally impacted by bullying and will implement additional support as required.
* Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
* Challenge practice and language (including ‘banter’) which does not uphold our 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 ethos.

***Policy and Support***

* We 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 policies, for any bullying bought to our attention, which involves or effects children, even when they are not on our premises.
* Implement appropriate disciplinary sanctions; the consequences 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***

* We will:
* Consider a range of opportunities and approaches for addressing bullying and other activities, such as: through displays, peer support etc.
* Collaborate with other local organisations 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 childrens’ social and emotional skills, including building their resilience and self-esteem.

**10) Involvement and liaison with parents and carers**

* *We will:*
* Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers, including via our 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 our gates that give rise to bullying.
* Ensure that parents work with us to role model positive behaviour for children, both on and offline.
* Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

**11) Monitoring and review: putting policy into practice**

* This policy will be reviewed at least annually, and following any concerns and/or updates to national/local guidance or procedures
* The CEO will be informed of bullying concerns, as appropriate.

**12) Useful links and supporting organisations**

* Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
* Childline: [www.childline.org.uk](http://www.childline.org.uk)
* Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
* Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
* MindEd: [www.minded.org.uk](http://www.minded.org.uk)
* NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
* The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](https://www.bullyinginterventiongroup.co.uk/index.php)
* PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
* Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
* The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
* Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
* Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
* Young Carers: [www.youngcarers.net](http://www.youngcarers.net)
* The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practice-schools](http://www.restorativejustice.org.uk/restorative-practice-schools)

**SEND**

* Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
* Mencap: [www.mencap.org.uk](http://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](http://www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf)
* DfE: SEND code of practice: [www.gov.uk/government/publications/send-code-of-practice-0-to-25](https://www.gov.uk/government/publications/send-code-of-practice-0-to-25)

**Cyberbullying**

* Childnet: [www.childnet.com](http://www.childnet.com)
* Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
* Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
* UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
* The UK Council for Child Internet Safety (UKCCIS) [www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)
* DfE ‘Cyberbullying: advice for headteachers and school staff’: [www.gov.uk/government/publications/preventing-and-tackling-bullying](http://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](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

**Race, religion and nationality**

* Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
* Kick it Out: [www.kickitout.org](http://www.kickitout.org)
* Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
* Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
* Tell Mama:[www.tellmamauk.org](http://www.tellmamauk.org/)
* Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com/)
* Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

**LGBT**

* Barnardo’s LGBT Hub: [www.barnardos.org.uk/what\_we\_do/our\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
* Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org/)
* EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
* Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)
* Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
* Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

**Sexual harassment and sexual bullying**

* Ending Violence Against Women and Girls (EVAW) [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)
	+ A Guide for Schools: [www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf](http://www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf)
* Disrespect No Body: [www.gov.uk/government/publications/disrespect-nobody-campaign-posters](http://www.gov.uk/government/publications/disrespect-nobody-campaign-posters)
* Anti-bullying Alliance: Preventing and responding to Sexual Bullying: [www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual](https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/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](https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related)

[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)