# Hardingstone Academy

## Anti-Bullying Policy

### 2021-2022

# We will always keep our eyes on the stars and our feet on the ground.

| Scope: Hardingstone Academy | |
|---|---|
| **Version:**<br>V 1 | **Filename:**<br>**HA Anti-Bullying Policy** |
| **Approval:**<br>From | **Next Review:  Sept 2022**<br>This policy will be reviewed yearly. |
| **Owner:**<br>Hardingstone Academy | **Union Status:**<br>Not applicable |

| Policy type: | |
|---|---|
| Non-statutory | Replaces Academy's current policy |

**HARDINGSTONE ACADEMY ANTI-BULLYING POLICY**

**VALUES AND BELIEFS**
- All pupils and staff have the right to feel happy, safe and included.
- Pupils and staff have the right to work in an environment without harassment, intimidation or fear.
- All bullying, of any sort, is therefore unacceptable.
- Pupils and staff who experience bullying will be supported.

We recognise the effects that bullying can have on pupils' and staff's feelings of worth and on their school work, and the academy community will actively promote an anti-bullying environment.

**AIM**
All pupils and staff should be included fully in the life of the school.
- To provide a learning environment that is free from any threat or fear, and is conducive to the achievement of individual aspirations.
- To create a climate where bullying is not accepted by anyone, within the academy community.
- To reduce and to eradicate wherever possible, instances in which pupils and staff are made to feel frightened, excluded or unhappy.
- To reduce and to eradicate wherever possible, instances in which pupils and staff are subject to any form of bullying.
- To establish a means of dealing with bullying, and of providing support to pupils and staff who have been bullied.
- To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.
- To meet any legal obligations which rest with the academy.

**WHAT IS BULLYING?**
Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against
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It can take many forms but the main types are:

**Physical** – pushing, poking, kicking, hitting, biting, pinching etc.

**Verbal** - name calling, sarcasm, spreading rumours, threats, teasing, belittling.

**Emotional** – isolating others, tormenting, hiding books, threatening gestures,  ridicule, humiliation, intimidating, excluding, manipulation and coercion.

**Sexual** – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.

**Online /cyber** – posting on social media, sharing photos, sending nasty text messages, social exclusion

**Indirect** - Can include the exploitation of individuals.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:
- Racial harassment and racist bullying
- Gender related
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities.
- Social Circumstances

**Peer on Peer Abuse**
Hardingstone Academy recognises that children are vulnerable to and capable of abusing their peers. We take such abuse as seriously as abuse perpetrated by an adult. This includes verbal as well as physical abuse. Peer on peer abuse will not be tolerated or passed off as part of "banter" or "growing up". We are committed to a whole school approach to ensure the prevention, early identification and appropriate management of peer-on-peer abuse within our school and beyond.

In cases where peer on peer abuse is identified, we will follow our child protection procedures, taking a contextual approach to support all children and young people who have been affected by the situation. We recognise that peer on peer abuse can manifest itself in many ways such as:
- Bullying
- Radicalisation
- Children who display sexually harmful behaviour
- Gang association and serious violence (County Lines)
- Child Sexual Exploitation
- Sexting or youth produced digital imagery.
- Technology can be used by for bullying and other abusive behaviour

Some of these behaviours will need to be handled with reference to other policies in school such as the Behaviour Policy, Anti-Bullying Policy, Child Protection Policy and E-Safety Policy.

## THE LAW

The Department for Education (DfE) has produced guidance for all schools, which outlines its duties towards preventing and tackling bullying in schools

https://www.gov.uk/government/publications/preventing-and-tackling-bullying

The Education Act 2002 Section 175 placed a legal duty on maintained schools and Local Authorities to safeguard and promote the welfare of children.

Some incidents of bullying may also be a child protection issue. A bullying incident should be addressed as a child protection issue under the Children Act 1989 when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm.' These concerns **must** be reported to the member of staff in school responsible for child protection and then reported to the local authority's children's social services.

## CREATING AN ANTI-BULLYING CLIMATE

This policy builds upon the Behaviour Policy of Hardingstone Academy and this policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being and include and support each other.

We will promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised.
Our curriculum will be used to:
- Raise awareness about bullying and our anti-bullying policy,
- Increase understanding for victims and help build an anti-bullying ethos, and
- Teach pupils how constructively to manage their relationships with others.

Our Core Values, PSHE work, Circle Time, role plays, stories and assemblies will be used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in our academy.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents when they join our school. We will use school assemblies and collective worship to reinforce our message that bullying will not be tolerated.

Posters will be used to remind pupils that bullying is not acceptable, and to tell them what to do if they are bullied. We will inform pupils about Childline and other sources of confidential help. Our School Council forms part of an Anti-Bullying Group and are known by others as the Beat Bullying Buddies. This offers a forum in which concerns about bullying can be discussed on a regular basis.

We will provide written guidance for parents on the signs of bullying and what to do if they suspect their child is being bullied at school.

We will ask pupils where and when bullying occurs in school. We will supervise, and try to eliminate any unsafe areas which they report to us.

We will provide regular training for teachers and non-teaching staff (including mid-day supervisors) on spotting the signs of bullying and how to respond.

## RESPONDING TO INCIDENTS

- Pupils who have been bullied should report this to a trusted adult.
- Pupils who see others being bullied should report this to a trusted adult.
- Members of staff or parents who receive reports that a pupil has been bullied should report this to the Executive head and/or Head of school.
- Reports of bullying will be logged by the Executive head and/or Head of school.
- Where bullying is of a racist nature, we will report this to the EMLC Academy Trust using the Racial Incident Report Form.
- All reports will be taken seriously and will be followed up by the Executive Head and/or Head of school and school staff.
- Staff who have been bullied should report this to a trusted colleague.
- Staff who see others being bullied should report this to a trusted colleague.

## PROCEDURE
The school will:-
- provide support to pupils and staff who are bullied
- reassure them that they do not deserve to be bullied and this is not their fault
- assure them that it was right to report the incident
- encourage them to talk about how they feel
- try to ascertain the extent of the problem
- engage them in making choices about how the matter may be resolved
- try to ensure that they feel safe
- discuss strategies for being safe and staying safe
- ask them to report immediately any further incidents to us
- affirm that bullying can be stopped and that our school will persist with intervention until it does
- interview the pupil (or pupils) and staff involved in bullying separately
- listen to their version of events
- talk to anyone else who may have witnessed the bullying
- reinforce the message that bullying is not acceptable, and that we expect bullying to stop
- seek a commitment to this end
- affirm that it is right for pupils and staff to let us know when they are being bullied
- adopt a joint problem-solving approach where this is appropriate and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others
- consider consequences under our school's Behaviour/Discipline Policy
- advise pupils and staff responsible for bullying that we will be checking to ensure that bullying stops
- ensure that those involved know that we have done so
- contact the parents of the pupils involved at an early stage

- keep records of incidents that we become aware of and how we responded to them
- follow up after incidents to check that the bullying has not started again.  We will do this within two weeks, and again within the following half term

The methods used to investigate an issue will depend on its nature. Senior Leadership Team will use their professional judgement to decide the best course of action.
If necessary, we will invoke the full range of consequences that are detailed in the school's Behaviour Policy.  These include:-

- Removal from the group
- Withdrawal of break and lunchtime privileges
- Internal Exclusion
- Withholding participation in school events that are not an essential part of the curriculum
- Staff involved in bullying others may be given a written or verbal warning or competency procedure may be started

It also includes fixed term and permanent exclusion from school.


**RESPONSIBILITIES**
Everyone within school is expected to:-
- Act in a respectful and supportive way towards one another, and adhere to and to promote the objectives of this policy.

Pupils are expected to
- Report all incidents of bullying
- Report suspected incidents that victims may be afraid to report
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school

Parents can help by
- Supporting our anti-bullying policy and procedures
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way.
- Helping to establish an anti-bullying culture outside of school.

The Executive head and head of school are responsible for introducing and implementing this policy. However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

**BULLYING OUTSIDE THE SCHOOL PREMISES**
Schools have the powers to intervene in bullying incidents outside of the school ground including on home-to-school transport, in the community and online.

Where a pupil or parent tells us of bullying off the school premises we will:
- Talk to pupils about how to avoid or handle bullying outside of school
- Talk to parents

## PARENTAL CONCERNS

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying – and we would ask that this is brought to the executive head and/or head of school's notice. If they cannot resolve these concerns informally, parents can raise their concerns more formally through the academy's Complaints Procedure.

## WHERE TO GET HELP

Family lives (previously Parentline Plus) 0808 800 2222

Contact 0808 808 3555 and visit their website for more information

The Child Exploitation and Online Protection Centre (CEOP) Provides help and advice on cyberbullying, the Centre maintains a website called Think U Know for children and young people, and parents and carers about staying safe online.

Internet Matters Provides regularly refreshed content to support parents and carers with all aspects of e-safety. Includes lots of advice on technology that can help you to protect your child online and helpful content relating to cyberbullying.

NSPCC and O2 have a free online safety helpline for parents and carers - 0808 8005002

PACE (Parents Against Child Exploitation) have a parent helpline that can provide advice about online safety https://paceuk.info/for-parents/telephone-support/

Report Harmful Content Online (provided by the UK Safer Internet Centre and South West Grid for Learning) have a website which has support about reporting content: https://reportharmfulcontent.com/

## EVALUATING OUR POLICY

- We will evaluate our anti-bullying policy using the following measures:
- The numbers of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class time and periodic questionnaires.

- The number of complaints that we receive from parents.

Agreed by AIB:

The policy applies to all staff and to all pupils.
This policy will be reviewed in September 2022.