ANTI-BULLYING POLICY

This section should be completed following ratification of the Policy:

	Name	Signature	Date
Chair of Sub-Committee's Approval	Simon Swaffer		July 2020
Chief Executive Officers Approval	Paul Watson		July 2020
Chair of Trust's Approval	Becky Hickford		July 2020
Recommended Review Date:	Annually – July 2021		

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Preston Hedge's Academy Trust is responsible for the production and maintenance of this document. It is issued by the Clerk, Catherine.gautrey@prestonhedges.org to whom any change requests or queries should be directed.

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This document is issued and maintained in accordance with Preston Hedge's Academy Trust procedures. Any change to the document will increase its version number. It is the responsibility of the reader to check with the Clerk that this is a currently valid copy.

Version	Date	Description of Change	Changed By
1	8.5.07	New Policy	Unknown
2	Jan 2011	Full update	LJ
3	Jan 2013	Minor update	PW
4	Jan 2014	Minor changes	LJ
5	Jan 2015	No changes	LJ
6	March 2016	Changes in line with updated Safe Guarding	LJ
SWB 1	May 2017	Policy aligned with MAT	LJ
SWB 2	July 18	Reviewed inc' KCSIE	LJ
P8 v1	July 19	Annual Update	Executive team
P8 v2	July 20	Annual Update	Executive Team & Performance Committee

ANTI BULLYING POLICY

Written from Guidance in Preventing and Tackling Bullying
Dfe October 2014

Bullying is action taken by one or more children with the deliberate intention of hurting another child either physically or emotionally.

Aim

All schools in Preston Hedge's Academy Trust are committed to providing a safe and secure environment where all can learn in a positive climate. Every child has a right to reach their full potential in a safe and positive environment. Bullying of any kind is unacceptable at our schools. If it does occur, all pupils are given opportunity to tell and know that are aware that incidents will be dealt with promptly and effectively. All pupils are taught respect for themselves and for each other so that incidents involving bullying are rare, however, we remain constantly vigilant.

This policy applies to everyone in Preston Hedge's Academy Trust. The term school is used to represent each school, in turn, in the Trust.

We pay due regard to current guidance and relevant Acts.

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. We have a whole school behaviour policy and a range of strategies in place to recognise positive behaviour.

We pay due regard to the changes introduced through **The Equality Act 2010**

The Duty has three aims. It requires public bodies to have due regard to the need 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 people who do not share it.

Where there is concern that a child could suffer significant harm as a result of bullying, we recognise that this should be treated as a Safe Guarding concern under the **Children's Act 1989.** We will also access external agencies, as required, where it does not reach this threshold, but we have concerns about Well-Bbeing.

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, we recognise that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

If we feel that an offence may have been committed we will seek assistance from the police. For example, under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Bullying outside school premises
Parents and children should be aware that teachers have the power to discipline pupils for misbehaving outside the school premises **"to such an extent as is reasonable".** This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. School staff will gain the facts of the allegations and make decisions based upon individual scenarios. It could result in parents being contacted, the pupils being spoken to or the Police being informed. School will also aim to provide sign posting to agencies that can provide support. We have an expectation that parents of pupils involved will also take appropriate action.

In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

"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 or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences."

"Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online."

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We define bullying as the use of physical or verbal aggression with the intention of hurting another person. A bully uses power, be it physical, mental, verbal or by exerting influence against another person or persons. Bullying can result in pain and distress to the victim. Bullying can include:

- ✓ Emotional. Excluding pupils from groups or friendships, tormenting a child, or ganging up on another child. Deliberate actions which are proven and impact on another child's mental health, well being and emotional state
- ✓ Physical: Punching, kicking, hitting, biting or any use of violence
- ✓ Racist: Racial taunts, graffiti, gestures, remarks or any name calling of a racist nature
- ✓ Sexist: Emotional or physical abuse as a result of gender
- ✓ Sexual: Inappropriate or unwanted physical contact or abusive comments
- ✓ Verbal: Name-calling, sarcasm, teasing, spreading rumours
- ✓ Homophobic: Motivated by the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable
- ✓ Cyber: All areas of the internet, such as e-mail, app & internet chat room missue. Mobile threats by text messaging and calls. Misuse of associated technology, ie. Camera and video facilities.

Bullying is a behaviour that involves the abuse of power. Bullying may not be just confined to children as adults can also display bullying behaviour towards each other and children. Bullying is something which happens "several times on purpose."

Bullying is not:

- ✓ Responding to nastiness from another person.
- ✓ When pupils with the same power, numbers, and strength fight or argue.
- ✓ Friendship fall outs

Bullying can sometimes be unintentional, or the effects of the bully's actions are greater than they expect but the issue is the same.

Cyber bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying. If we believe that pupils have information on their phones or other technology in school, we reserve the right to use the **Education Act 2011** that gives teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones. However, we would ask that parents concerned about content in the "cyber world" follow appropriate channels available to them if they become aware of a problem relating to their child.

Reference to the Online Safety Policy and Safeguarding Policy is also required.

We recognise the need for cross referencing with the Safeguarding Policy on a range of concerns that may display as bullying, but we have particular regard for Peer on Peer abuse.

Peer on Peer Abuse

Children can abuse other children. This is generally referred to as peer on peer abuse and can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence and rituals. KCSIE 2020.

We recognise that peer on peer abuse can happen and we would deal with issues in line with child protection actions if a child came to harm (additionally, use associated guidance and policies). Peer on peer abuse can also be gender specific issues – for example, girls being sexually touched or boys being subject to an initiation/ violence. As such, any adult with any concern around peer on peer abuse must refer the concern to the DSL/ Deputy as well as the Principal/ Headteacher.

We believe that abuse is abuse and should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up." We operate a zero tolerance policy and once the issue is deemed to be Peer on Peer abuse, we will ensure that a DSL is present during investigations that are made by the Principal. The victim will be treated with respect and dignity with due consideration to their wishes. We will ensure that immediate provisions are put in place to protect the individual and will work with partner agencies and the pupil's parents to ensure that the correct actions are taken for the specific circumstances.
(Safeguarding policy references)

What is Sexual violence and sexual harassment?
Sexual violence
It is important that school staff are aware of sexual violence and the fact children can, and sometimes do, abuse their peers in this way. When referring to sexual violence we are referring to sexual offences under the Sexual Offences Act 2003
Sexual violence and sexual harassment can occur between two children of **any** age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable. It is important that **all** victims are taken seriously and offered appropriate support. Staff should be aware that some groups are potentially more at risk.
(Safeguarding policy references)

Prevention

Preston Hedge's Academy Trust is a caring Trust where every school has a positive ethos where all children and staff are valued. Our first priority is that pupils are safe and feel safe. Pupils and staff are encouraged to look after themselves and each other. To prevent incidents of bullying, we:

- Have whole school Modern British Citizenship values that insist on the highest standards of behaviour and conduct.
- Praise and reward good social behaviour.
- Ask that all children and their parents sign and support our Behaviour Agreement before they become part of our school.
- Have an ethos that constantly promotes self-esteem, friendship, and feelings, dealing with bullying and reporting bullies.
- Have a curriculum designed to educate pupils on their rights and responsibilities, including promotion assemblies to remind them what to do if bullying does occur.
- Help parents and children understand the difference between disagreements and bullying.
- Teach assertive strategies that are non-aggressive as part of our day to day work.
- Devise sets of classroom expectations to promote positive social behaviour in line with school expectations.
- Have appropriate levels of supervision and easy access to a range of approachable adults.
- Have senior staff responsible for pastoral support for the pupils. These staff are also readily available to support and advise staff and parents.
- Easy access to key leaders, including the Principalso that concerns can be reported by any member of the school community.
- Ensure that all staff are approachable and well informed to deal with issues of disclosure around bullying.
- Ensure that staff remain vigilant and observe relationships amongst pupils in their care.
- **Have outstanding safeguarding procedures**

Signs and Symptoms

We listen carefully and respond promptly to children's concerns. However, our staff are also highly vigilant and know all our pupils well. We are aware that they may display other symptoms that can be indicators of bullying and staff know how to action these concerns. These could include;

- Being frightened of walking to or from school
- Change (child's) usual routine
- Not wanting to come to school
- Becoming anxious and withdrawn
- Truanting
- Beginning to do less well at school
- Having possessions go missing
- Asking for or stealing money
- Unexplained cuts and bruises
- Becoming withdrawn / lacking in confidence
- Becoming aggressive and unreasonable
- Anger
- Bullying other children or siblings
- Giving improbable excuses to any of the above

We also note that parents may identify different symptoms such as bed wetting or wanting to be

driven to school. Therefore, working in partnership is vital for identifying any problems.

Procedures When Bullying Occurs

Incidents of bullying, when either seen by staff or reported to them, will be dealt with in accordance with our Anti-bullying Policy, however, persistent or serious bullying incidents will be dealt with in line with the School Behaviour Policy. We will:

- ✓ Provide an opportunity for children to disclose/report bullying.
- ✓ Report all incidents of bullying to the Senior Leadership Team who will follow up the report by talking to the victim, the bully, and any witnesses. All incidents will be recorded and retained.
- ✓ Fully investigate the concerns from each perspective and respond appropriately depending on whether the concerns are founded, misunderstood or unfounded
- ✓ Make sure that if the bullying issue is founded, the identified bully/ will be helped to change their behaviour. Support and guidance will be given to the victim.
- ✓ Consider any safeguarding concerns and the use of outside agencies
- ✓ If the problem persists, as in line with the Behaviour Policy, the bully may be excluded from school for a fixed term or even permanently.
- ✓ If necessary and appropriate, the police will be consulted.

Guidance states that "Disciplinary measures must be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying may need support themselves."

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Outcomes

- ✓ The bully will be expected to demonstrate an understanding of the impact of their actions on another person at an age appropriate level.
- ✓ If, and when appropriate, affected parties will come together to talk through the issue, remove feelings of awkwardness and agree a route forwards.
- ✓ Open and honest communication with parents of affected parties including that of the bully.
- ✓ Monitoring to the appropriate degree following the intervention/ action and victims aware of how/ the need to re-report new concerns.
- ✓ Records made and retained, with leaders referencing these in the future as appropriate.
- ✓ Safeguarding actions, if appropriate
- ✓ Engagement with agencies, if appropriate
- ✓ Support for individuals if deemed needed by Senior Leaders.
- ✓ The use of the Behaviour Policy in the event of persistent or serious incidents.

Training

Staff receive training and support from school leaders through safeguarding and online-safety training. There is a culture of supporting the whole child embedded in the school and adults know how to report concerns.

Responsibilities

The Trust Performance Committee are responsible for monitoring incidents of bullying that occur and reviewing the effectiveness of this policy. Each school should maintain a bullying log which is checked and signed by the Principal termly. Complaints about bullying will be dealt with in accordance with the Trust complaints policy. Where a formal complaint is made from a parent regarding bullying, the Trust complaints policy procedures will be followed.

The Principal is responsible for the implementation of this policy and for ensuring that procedures outlined are followed. They will ensure that all children know that bullying is wrong, and that it is unacceptable at our school. The Principal will ensure that all staff receive sufficient training to be equipped to deal with incidents of bullying.

Staff are responsible for the well being of pupils in their care and for following up incidents of bullying and recording and reporting to Senior leadership. Staff must support all children in their care, establishing a climate of trust and respect for all. By praising, rewarding, and celebrating the success of all children, we aim to prevent incidents of bullying.

Children and parents are responsible for reporting incidents of bullying to staff immediately in the knowledge that they will be listened to carefully. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their children to be positive members of Preston Hedge's Academy Trust Schools in line with our Behaviour Agreement. We ask that parents help their children to understand the difference between disagreements and bullying.

Monitoring and Evaluation

This policy will be every academic year and updated as required.

This policy has been written using key guidance that can be accessed through Preventing and Tacking Bullying October 2014. This document provides further support and guidance as well as the useful links.

End of document