



Standard Operating Procedure	Anti-Bullying Policy
Owner	Executive Headteacher
Effective Date	July 2022
Review Date	July 2023

Aim

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment, without fear of being bullied.

Bullying is anti-social behaviour that affects everyone involved; it is unacceptable and will not be tolerated in school.

Rationale

The purpose of this policy is to seek to eradicate bullying, as far as possible and to ensure that the needs of the victims of bullying and those that bully are addressed. Everyone has the right to be educated in a safe environment, free from discrimination, harassment and bullying. Only when all issues of bullying are addressed will all students benefit from equality of opportunity.

What is bullying?

Bullying is defined as repeated behaviour by an individual or group that intentionally hurts another individual or group, either physically or emotionally. It can take many forms, including cyber bullying via text messages or the internet. The basis for bullying can be found in a lack of tolerance of perceived differences. Justifications and rationalizations for such behaviour sometimes include differences of race, religion, gender, sexuality, appearance, behaviour,

size or ability. Bullying is an aggressive behaviour that involves a real or perceived power imbalance.

The five main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, prejudicial remarks about students' race, gender or sexuality)
- Peer-on Peer abuse and sexual harassment. Sexual harassment includes verbal abuse/harassment, sexual jokes/taunt, sexual comments, on-line harassment (cyber-bullying, sexting) and physical behaviour (such as 'upskirting', unwanted touching). Sexual violence refers to assault of a sexual nature
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber bullying (the sending of an electronic communication to another person with the intent to cause distress or anxiety)

Reporting incidents of bullying

It should be noted that bullying is not always reported and staff, students and parents should be aware of the signs of bullying.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, or taking unusual absences. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying in school.

All members of staff must be alert to the signs of bullying and act promptly and firmly against it, in accordance with school policy.

The school web site has information for students and parents on how to report bullying in school and offers them direct communication to staff, through the Beat Bullying section of the web site, so that they may report these incidents.

Awareness

The school will include awareness of bullying in its induction of students into Year 7 and will

maintain this with regular assemblies throughout the phase groups, to highlight the issue. Within the curriculum of the school we will raise the awareness of bullying through inclusion in PSHE, form tutorial time and subject areas, and through the mentoring programme where appropriate, in an attempt to eradicate such behaviour. Students should refrain from using any prejudice based language, as this will not be tolerated in school and any inappropriate use of language will be challenged by staff. Students will be encouraged to have good relations with one another and embrace and celebrate diversity.

Implementation

The following steps should be taken when dealing with incidents:

- 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 event.
- A clear account of the incident, including what type of bullying: homophobic, racist, gender based and so on, will be recorded by the member of staff and passed to the Progress Lead or student manager.
- The Progress Lead or student manager will interview all concerned and will record the incident and any action taken.
- Parents will be kept informed.
- Sanctions used will be in accordance with the school's behaviour policy. A range of sanctions may be applied, dependent upon the severity of the incident.
- Support for any party involved in bullying may be provided as available, in accordance with the school's behaviour policy.
- Bullying incidents which recur will be recorded by the school, in accordance with LA guidelines.
- Patterns of types of bullying will be monitored by Progress Leads and acted upon, for instance through assemblies, where issues have arisen.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or other member of staff
- Reassuring the student

- Offering continuous support
- Restoring self-esteem and confidence
- Working with parents to support the student

Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and need to change, including a sanction and restorative measures
- Informing parents or carers to help change the attitude of the student

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness.

The policy will be promoted and implemented throughout the school and all stakeholders held accountable.

This policy also references the school's Safeguarding Policy and Behaviour Matters

References:

- The Malicious Communications Act 1988
- The Equality Act 2010
- 'Preventing and tackling bullying.' The Department for Education Advice for Headteachers, staff and governing bodies (July 2013)
- OFSTED briefing for section 5 inspection– Exploring the school's actions to prevent and tackle homophobic and transphobic bullying (2014)