

## Anti-Bullying Policy (Safeguarding Suite)

**Date for Review:** March 2022

**Review By:** Personnel/Student Care and Discipline

**Final Approval:** Personnel/Student Care and Discipline

### Context

The Core Values, which relate specifically to this policy, state that we are working together to form relationships based on:

- **Justice** – everyone is entitled to be treated fairly and to promote the self-esteem of others.
- **Responsibility** – everyone is expected to understand the consequences of their actions.
- **Truth** – everyone is required to be honest and to communicate in a positive manner.
- **Compassion** – everyone is encouraged to be generous in their concern for others

Such values contribute to our common purpose of 'Striving for high quality education with a strong Christian ethos'.

### Related Documents:

- Complaints Procedure
- Child Protection Policy
- Whistleblowing Policy
- SEN Policy
- Behaviour Policy
- Managing Allegations
- Grievance Policy
- Disciplinary Policy

### Data Protection

Any personal data processed in the delivery of this policy will be processed in accordance with the Academy Data Protection policy.

### Introduction

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 and can be motivated by prejudice against particular groups, actual or perceived differences between students.

Bullying can be physical, emotional and psychological, and can occur face to face, or 'online'. (The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying at any time, with a potentially large audience, and accessories to bullying. The Academy will consider all forms of cyber bullying, no matter the time at which they occur, under this policy. (See Appendix 1.)

This Policy is informed by the Equality Act (2010).

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## Policy

The Academy will

- Investigate accusations of bullying are brought to its attention.
- Support the victim.
- Follow the Academy's guidelines for managing incidents of bullying.
- Teach students that, bullying is never acceptable.
- Sanction students found to be complicit in bullying in line with the Academy's Behaviour Policy.
- Record instances of bullying and sanctions applied.
- Ensure Governors regularly review bullying data.
- Notify the Local Authority of instances of homophobic and racist bullying.

## Roles and Responsibilities

1. Deputy Head (Student Services): to lead on this policy.
2. Heads of Year: to have oversight of all issues relating to bullying in their year group.
3. All staff: to familiarise themselves with the appropriate documentation (updated and issued on an annual basis) on bullying and ensure that they follow the guidelines when dealing with bullying issues; to ensure they know safeguarding procedures which are relevant to this policy.
4. Student Council: to review the policy.
5. P/SC&D committee of governors: to review homophobic and racist bullying as standing items at every meeting; to review all behaviour data.

## Appendix 1

### Types of Bullying

- Bullying related to protected characteristics (Equality Act 2010):
  - ❖ age
  - ❖ disability
  - ❖ gender reassignment
  - ❖ marriage and civil partnership
  - ❖ pregnancy and maternity
  - ❖ race
  - ❖ religion or belief
  - ❖ sex
  - ❖ sexual orientation
- SEN
- Appearance or health issues
- Identity
- Sexual
- Personal circumstances
- Cultural

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## Signs of Bullying

Victims will not always want to tell someone they are being bullied, often because of fear there will be revenge and reprisal behaviour from the bully. All staff are therefore expected to be vigilant at all times for symptoms of bullying.

If a student shows one or more symptoms of bullying and if one or more staff notice the problem, then it is likely there is an issue. Signs include:

<b>Emotional (being)</b>	<b>Physical</b>	<b>Behavioural</b>
Quiet and withdrawn	Feeling ill	Fantastic stories
Tearful and nervous	Absence from the Academy or lessons	Hangs around with a different age group
Alone at break or lunch	Personal hygiene	Loss of possessions
Finding quiet and safe places	Self-harm	Constant damage to possessions
Attention seeking	Changes in weight	Arriving late or early to lessons
	Change in appearance	Reluctance to leave at the end of lessons
		Drop in academic standards
		Start to bully others
		Opposite behaviour

### Supporting the Victim

- If bullying is drawn to the attentions of – or is witnessed by - any adult, then s/he has a responsibility to support the victim, either by reporting what has been seen to the pastoral team.
- The pastoral team will investigate the issue with the victim, witnesses and alleged perpetrator/s
- The victim should be reassured throughout the process, and given strategies to manage the situation.
- Reassurances that the bullying will be immediately resolved must be avoided. Confidentiality must not be promised.

### Investigating Incidents of Alleged Bullying

All or some of the following steps must be followed, depending on the type of bullying.

1. Alert the appropriate Head(s) of Year that an incident of bullying has been reported.
2. Accounts will be recorded on the blue statement form
3. Serious bullying incidents will be recorded on red cards and passed to the pastoral admin assistant for logging on the tracking sheet.
4. A decision on the best way forward will be taken, with reference the Deputy Head (Student Services) where necessary. This could be one of a number of strategies and will depend upon

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the details of the incident and the type of bullying.

- a) For minor incidents, the student accused of bullying will be spoken to, the effect of their actions explained and a warning issued about future conduct. Appropriate sanctions will be applied.
  - b) For more serious incidents or a repeat of minor incidents, sanctions will be issued and parents contacted as soon as possible.
  - c) For major incidents or repeated bullying incidents, the Academy will consider a range of sanctions, including exclusion. Restorative Justice Processes will be considered as a method of reconciliation.
5. When bullying behaviour has been identified by the Academy, the victim will be spoken to about ways to keep safe around the Academy and how to let staff know of any repeated behaviour. The student bullying will also be spoken to and his/her behaviour addressed. Any additional work identified will be referred to the appropriate member of staff or outside agency.

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