



ANTI-BULLYING POLICY

Definition of Bullying

Bullying is any form of deliberate behaviour, by an individual or group, repeated over time which intentionally causes hurt or distress, physically or emotionally, to another individual or group. Bullying has many forms – e.g. physical, verbal, emotional or electronic (cyber-bullying). A bully is someone who targets others and makes them unhappy or frightened over a period of time and is not an isolated event. The Trust has outlined the expectations of e-safety and the consequences of breaches of e-safety (i.e. cyberbullying, sharing of photos of others etc.) in the e-safety policy. Bullies may make people feel victimised by:

- Threatening behaviour (psychological, intimidation, harassment, torment, humiliation)
- Using physical violence
- Using unpleasant words – insulting comments, mocking, verbal abuse, etc
- Stealing property, taking or demanding money
- Deliberately upsetting people
- Teasing about race, religion, culture, disability, social class, gender, sexuality, personal differences, performance at school or any other matter
- Sending unpleasant text messages/images
- Using digital technologies, e.g. mobile phones

Isolated incidents, although treated seriously, may not constitute bullying. If repeated however, they must be reported and will be dealt with by the school.

We are aware that bullying can happen anywhere, but we strongly believe that wherever students are they have the right to be safe. Nobody has the right to deliberately make anyone unhappy.

Aims and Objectives of our Policy

- To ensure that students, parents and staff are aware of the definition of bullying and the distressing effect it may have on victims
- To ensure that students and parents are aware of the dangers of technology
- To ensure that students, parents and staff are fully aware of the referral procedures for reporting bullying incidents and the strategies adopted for supporting those involved in these incidents
- To establish a climate in which students who are being bullied, or think another student is being bullied, can speak to an adult in the full knowledge that they will be listened to and receive a prompt, appropriate and sensitive response
- To create a Trust community where bullying is recognised as unacceptable and where all students can feel valued, secure and happy

- To continuously raise awareness of bullying for both staff and pupils through designated assemblies, whole-school anti-bullying campaigns and in-class activities
- To have identified areas on site, where victims of bullying can feel safe

Our commitment is that when a young person speaks out about bullying:

- They will be listened to
- Their concerns will be taken seriously
- The matters will be investigated
- Together we will find a way to tackle it
- Someone will be there to help and support the young person
- All measures put in place will be to promote the happiness and safety of the student

Anti-bullying Procedures

All students are encouraged to feel it is right to tell someone if they are being bullied, or if someone they know is being bullied. Incidents of bullying will be referred to pastoral, safeguarding or senior personnel and dealt with quickly and appropriately.

Whilst it is the responsibility of all staff within the school to recognise and support the victims of bullying, it is accepted that not all staff have the capacity (due to the commitments of their job) to carry out a swift and thorough investigation. Therefore, incidents of bullying will be referred to the appropriate Year Leader/Head of Year promptly for a thorough investigation.

Staff suspecting an incident of bullying should:

- Reassure the young person that their concerns are being taken seriously and will be investigated
- Contact the relevant Year Leader/Head of Year as soon as possible with details of the incident

Year Leader/Head of Year will investigate all reported incidents of bullying using the following procedure:

- Appropriate parties will be interviewed by the relevant Year Leader/Head of Year
- The Year Leader/Head of Year will complete a Bullying Incident Recording Form, outlining details of the events, any evidence and the intended response. The response will include support for the victim, details of contact with parents and support and sanctions for the perpetrator/s
- The incident form and any supporting evidence will be stored electronically and pupil records updated
- The victim and perpetrator/s will be monitored by the Form Tutor, Year Leader/Head of Year and mentor or SENDCO, where applicable. Further review and monitoring meetings will take place with the Year Leader/Head of Year and appropriate parties at interim points as required
- Appropriate staff (including external agencies) will be kept informed of the individual student needs and support mechanisms

The Role of Year Leader/Head of Year

Year Leaders/Heads of Year are experienced personnel who are available to respond to allegations of bullying and have the ability and capacity to investigate and respond quickly and appropriately. As part of their role they will:

- Provide advice, support and assistance to any pupil or parent who report incidents of bullying
- Respond to referrals from members of school staff
- Be the first point of contact in school for parents who are concerned about bullying

- Liaise with parents to ensure all parties are aware of any incidents that have occurred and the follow up strategies
- Liaise with appropriate members of staff to continue to develop strategies to eliminate bullying and deal effectively with incidents of bullying
- Maintain written and electronic records
- Where appropriate, make referrals to external agencies and services
- Provide regular updates, seek advice and support from the Senior Leadership Team, Designated Safeguarding Lead and SENDCO as required

Bullying-related incidents will be taken seriously. Each incident will be investigated thoroughly, coupled with robust support for the victim and regular communication with parents and designated staff. Sanctions applied to perpetrators will depend upon the individual circumstances but may include:

- Alteration to seating plans within teaching groups
- Lunchtime or after school detentions
- Restricting access to areas of the site or classrooms
- Isolation
- Transfer of form group or teaching group
- In serious cases, a fixed term exclusion
- Any other sanction deemed appropriate to the individual case, including permanent exclusion

Support for the perpetrator will be provided by the Year Leader/Head of Year or wider multi-agency team as appropriate.

Associated policies: Safeguarding and Child Protection Policy
E-safety Policy
Behaviour Management Policy

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Persons Responsible: Nicola Harris (Deputy Headteacher – Southmoor Academy)
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