



Anti-Bullying Policy

Last Reviewed: May 2017

This document applies to all academies and operations of the Vale Academy Trust. www.vale-academy.org

The following related document(s) can be found on the Trust's website:

- Safeguarding and Child Protection Policy

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INTRODUCTION

The Vale Academy Trust has a 'duty of care' towards its C&YP with regard to bullying. This duty of care includes protecting C&YP from harm by bullying.

This policy takes full account of the Vale Academy Trust's legal obligations under the Education Inspections Act of 2006 to ensure that all schools within the Trust have measures to encourage good behaviour and prevent all forms of bullying amongst C&YP. These measures are part of the Vale Academy Trust's behaviour policy which must be communicated to all C&YP, school staff and parents.

The Equality Duty (with reference the Equality Act 2010) requires that the Vale Academy Trust has 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.

This policy links to the Vale Academy Trust's :

- Single Equality Policy
- Behaviour Policy

And is written with reference to:

- Preventing and tackling bullying - Advice for headteachers, staff and governing bodies July 2013 (last updated November 2014)

Further advice and guidance in addition to how to seek further help can be found in Appendix 1 and Appendix 2 respectively

1.0 DEFINITION OF 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. Bullying can take place between C&YP, between C&YP and staff; or between staff; by individuals or groups; face to face, indirectly or using a range of cyber bullying methods. It can happen in isolation or quite often in the presence of others.

Verbal bullying – name-calling, taunting, mocking, making offensive comments and teasing

Physical bullying – kicking, hitting, punching, pushing and pinching

Emotional bullying - producing offensive graffiti, excluding people from groups, spreading hurtful and untrue rumours, being forced to do things against own will and taking belongings or money

Cyber bullying – offensive text messaging and e-mailing and sending degrading images by phone or the internet

2.0 STATEMENT OF INTENT

The Vale Academy Trust believes that:

- bullying is undesirable and unacceptable
- bullying is a problem to which solutions can be found
- seeking help and openness are regarded as signs of strength not weakness
- all members of the Academy will be listened to and taken seriously
- bullying prevents C&YP achieving to their full potential and affects standards of achievement and aspirations
- everyone has the right to work and learn in an atmosphere that is free from fear
- all of us have a responsibility to ensure that we do not abuse or bully others
- young people should be encouraged to seek support in school if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously
- young people should be involved in decision making about matters that concern them
- we all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- Those who exhibit bullying behaviours should be supported to understand their impact and so change their behaviours

3.0 AIMS OF THE POLICY

- To assist in creating an ethos in which attending school is a positive experience for all members of the Academy
- To make it clear that all forms of bullying are unacceptable at school
- To enable everyone to feel safe while at school and encourage C&YP to report incidences of bullying
- To deal effectively with bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change
- To liaise with C&YP, parents and other appropriate members of the school community
- To ensure all members of the Academy feel responsible for combating bullying
- To ensure consistency in practice within the Academy.

4.0 INTENDED OUTCOMES

- That all C&YP, staff and parents understand the anti-bullying policy
- That there are procedures within schools for reporting bullying
- That parents have a point of contact in school if they are concerned about their child
- That all staff have the necessary skills and confidence to deal with incidents of bullying effectively and promptly
- That no child or young persons' educational opportunities and achievement is disadvantaged due to the experience of bullying
- That all staff are involved in dealing effectively with, reporting, recording, monitoring and if necessary referring bullying incidents
- That there is effective communication with parents and the wider Academy on the subject of bullying
- That all incidents of bullying are monitored appropriately and use is made of the information to demonstrate impact of the policy

5.0 RECORDING OF INCIDENTS

Each school within the Vale Academy Trust should develop consistent methods of monitoring bullying incidents to help evaluate the effectiveness of the policy.

6.0 SANCTIONS

This Academy has set procedures to follow in implementing sanctions where a bullying incident has occurred. These sanctions are applied in appropriate proportion to the event. In the event of all other avenues being exhausted, or in particularly serious cases this may lead to exclusion.

7.0 STRATEGIES TO PREVENT AND REDUCE BULLYING

The Vale Academy Trust may use a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour including:

- Promotion of the Single Equality Policy
- Promotion of the Behaviour Policy
- Co-operative group work
- Circle of Friends
- Support Groups
- Peer mediation
- Anti-bullying box/C&YP comment box
- Peer counselling
- Promote positive use of social media
- Buddy systems
- PSHE programme.
- Assemblies
- Self-esteem support
- Restorative approaches
- Anti-bullying Week
- Training for all members of staff on anti-bullying policy and strategy

General procedures for C&YP and parents/carers for reporting bullying are found in Appendix 1

8.0 Cyber Bullying:

C&YP access to the internet and mobile technology can lead to cyber bullying both in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content quickly. Cyber bullying which occurs outside school can have a significant impact in school.

The Education Act 2011 give 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.

Whilst bullying itself is not a criminal offence, 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. In the most serious cases of cyber bullying, advice may be sought from the police by the Academy.

The procedures outlined in "Sexting in Schools and Colleges" UK Council for Child Internet Safety 2016 is widely recognised as providing best practice procedures for managing issues relating to "Sexting" by DSLs and Headteachers and its use is non-statutory, but recommended. There is no one definition of Sexting and the definition used by the guidance should be referred to.

9.0 Bullying outside school premises:

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 centre.

10.0 CONFIDENTIALITY

School staff cannot promise absolute confidentiality if approached by a C&YP for help. Staff must make this clear to C&YP. Unless clearly inappropriate, C&YP will always be encouraged to talk to their parent/carer. Safeguarding procedures must be followed when any disclosures are made.

An underlying principle in supporting C&YP within the Vale Academy Trust is that all children are listened to sensitively and objectively and all incidences of bullying will be taken seriously.

Although the school cannot guarantee confidentiality C&YP will be informed of national and local help lines, if appropriate, where the C&YP does not wish for further action to be taken by the school.

For further information please refer to the Academy's safeguarding policy.

11.0 MONITORING, EVALUATION AND REVIEW

This policy will be evaluated and updated annually. The views of C&YP, parents and staff will be used to make changes and improvements to the policy on an ongoing basis. Each school will, on an annual basis, analyse the school's anti-bullying data, identify trends and evaluate the effectiveness of anti-bullying strategies.

Appendix 1 - General Procedures and Dealing with Incidents

a) Role of C&YP and staff in reporting and recording a bullying incident involving C&YP

We take the view that everyone has a responsibility to report incidents of bullying or to share their concerns with a member of the school community. At this Academy we follow the school guide to reporting and dealing with bullying incidents.

Guidance for C&YP

If you are being bullied:

- Remember it is not your fault
- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

After you have been bullied:

- All bullying is wrong and you do not have to stay silent about it
- Tell an adult or somebody you trust about what has happened straight away. Adults in school have a responsibility to give you help and support around bullying
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you
- Keep on speaking until someone listens and does something to stop the bullying

When you are talking to an adult about bullying be clear about:

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already.

If you experience bullying by mobile phone, text messages or e-mail:

- Don't retaliate or reply
- Save the evidence; do not delete anything
- Make sure you tell an adult who you trust
- Contact your service provider or look at their website to see where to report incidents
- Be careful who you give your mobile phone number or e-mail address to
- Make a note of exactly when a bullying / threatening message was sent.

For contacts and details of where to seek help outside school please see appendix 2

b) Guidance for parents/carers

If your child has been bullied:

- Calmly talk with your child about his/ her experiences
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened
- Reassure your child that he/ she has done the right thing to tell you about the bullying
- Explain to your child that should any further incidents occur he/she should report them to an adult in school immediately
- Contact your child's class teacher/ tutor / C&YP Manager to explain the problem

When talking with members of staff about bullying:

- Try to stay calm and bear in mind that the staff member may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened; give dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask if there is anything you can do to help your child or the school
- Stay in touch with the school and let them know if things improve as well as if problems continue.

If your child is displaying bullying behaviour towards others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how he/she can join in with other children without bullying
- Make an appointment to see your child's class/form teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others
- Regularly check with your child how things are going at the Academy
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

If your child is experiencing any form of cyber bullying:

- Ensure your child is careful whom they give their mobile phone number and e-mail address to
- Check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. Do not delete messages
- If the bullying involves a C&YP from the Academy contact the Academy to report this.
- Contact the service provider to report the incidents
- If the cyber bullying is serious and a potential criminal offence has been committed, you should consider contacting the police.

Appendix 2 – FURTHER SUPPORT

- 1) Further advice can be found through Oxfordshire Local Authority:

Jo Brown
Anti-Bullying Co-ordinator
Children, Education and Families Directorate,
County Hall, 3rd Floor
New Road,
Oxford OX1 1ND

Tel: 01865 815639

- 2) National Anti-bullying Week
November 13th – 17th 2017
<https://www.awarenessdays.co.uk/awareness-days-calendar/anti-bullying-week-2017/>
- 3) <https://www.gov.uk/bullying-at-school/the-law>
- 4) <https://www.childline.org.uk/>

The screenshot displays the ChildLine website interface. At the top left, the 'talk to us' logo is prominent. Below it, a green box explains that users can contact ChildLine about anything, no matter how big or small. To the right, a yellow box titled 'Confidentiality' states that confidentiality means not telling anyone else about what has been said and provides a link to a confidentiality page. The main content area is divided into several green boxes: 'ChildLine email' (with an email icon), 'Message boards' (with a document icon), 'Ask Sam' (with a speech bubble icon), 'Call ChildLine' (with a telephone icon), and 'Online chat' (with a chat bubble icon). Each of these boxes includes a brief description of the service and a corresponding button. On the right side, there is a section for 'Contacting ChildLine' featuring a video player with the title 'Anything' and a description: 'Not sure about what contacting ChildLine is like? Watch this film about what happens when you call us.' Below this is a 'Contacting ChildLine FAQs' section with an information icon.