



**GEORGE  
SALTER  
ACADEMY**



## **Anti-Bullying Policy**

**Policy Prepared by: OAT**

**Responsible for policy:** Ms Tina Dale (Designated Safeguarding lead)

**Date reviewed:** 1<sup>st</sup> October 2018

**Date of next review:** October 2019

## Statement of intent

George Salter Academy believes that all pupils are entitled to learn in a safe and supportive environment; this means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

These strategies, such as learning about tolerance and difference as part of the academy's curriculum, aim to promote an inclusive, tolerant and supportive ethos at the academy.

The Education and Inspections Act 2006, outlines a number of legal obligations regarding the academy's response to bullying. Under section 89, schools/academies must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the academy's Behavioural Policy, which is communicated to all pupils, academy staff and parents/carers.

All staff, parents/carers and pupils work together to prevent and reduce any instances of bullying at the academy. There is a zero tolerance policy for bullying at George Salter Academy.

## Legal framework

This policy has due regard to legislation, including, but not limited to the following:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998
- Keeping Children Safe in Education 2018
- Working together to safeguard children 2018

This policy will be implemented in conjunction with the Academy's:

- Behavioural Policy
- Social Media Policy
- Equality Policy
- E-safety Policy
- Transgender Policy

## Definition

For the purpose of this policy, bullying is persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group and includes peer on peer abuse.

Bullying is generally characterised by:

- Repetition\*: Incidents are not one-offs; they are frequent and happen over a period of time.
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

\*Please note that in some circumstances an individual incident may be categorised as bullying by the Principal and in that situation the person responsible will be subject to this policy and its consequences. Such circumstances are at the discretion of the Principal and will be reviewed on a case by case basis.

## Types of bullying

Many different kinds of behaviour can be considered bullying and can be related to almost anything. Teasing another pupil because of their appearance, religion, ethnicity, gender, sexual-orientation, home life, culture, disability, or special educational needs are some of the types of bullying that can occur.

Bullying is being constantly made to feel hurt by others either emotionally or physically

Bullying can be acted out through the following mediums:

- Verbally
- Physically
- Emotionally
- Online (Cyber)
- Deliberate Isolation
- **Racist bullying:** Bullying another person based on their ethnic background, religion or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.
- **Homophobic bullying:** Bullying another person because of their actual or perceived sexual orientation.
- **Transphobic bullying:** Bullying based on another person's gender 'variance' or for not conforming to dominant gender roles.
- **Sexist bullying:** Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.
- **Sexual bullying:** Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension/dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.
- **SEND Bullying:** Bullying behaviour based on another person's special educational needs or disability.

## Statutory implications

Under the Equality Act 2010, the academy understands that it has a responsibility 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; and foster good relations between people who share a protected characteristic and people who do not share it.

Under the Human Rights Act (HRA) 1998, the academy understands that it could have charges brought against it if it allows the rights of children and young people at the academy to be breached by failing to take bullying seriously.

The National Association of Head Teachers has guidelines that head teachers must 'satisfy themselves' that their school/academy's Anti-Bullying Policy complies with the HRA; the Principal understands that they cannot do this without fully involving their teaching staff.

Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications may be considered criminal offences:

- Under the Malicious Communications Act 1988, it is an offence for a person to electronically communicate with another person with the intent to cause distress or anxiety, or 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.
- The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.
- Section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message, or other matter, that is grossly offensive or of an indecent, obscene or menacing character. It is unlawful to disseminate defamatory information through any media, including internet sites.
- Other forms of bullying which are illegal and should be reported to police include: violence or assault, theft, repeated harassment or intimidation and hate crimes.

## Prevention

The academy clearly communicates a whole-academy commitment to addressing bullying.

Bullying of any kind is unacceptable at our academy. If bullying does occur, all students should feel able to tell staff and should be confident that incidents will be dealt with promptly and effectively. All staff have a responsibility to take any suspicion or disclosure of bullying seriously, no matter what the details or provenance, and should respond immediately. Everyone has the right to be treated with respect and people who bully need to learn different ways of behaving.

All reported or witnessed instances of bullying in the academy are challenged by a member of staff.

Staff encourage pupil co-operation and the development of interpersonal skills through the use of group work and pair work.

All types of bullying are discussed as part of the curriculum, and diversity, difference and respect for others is promoted and celebrated through various lessons.

Changing and organising seating arrangements in class helps to prevent instances of bullying.

Potential victims of bullying are drawn into working groups with children who do not abuse or take advantage of them.

Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and cultural groups.

All members of the academy community are made aware of the academy's Anti-Bullying Policy.

All staff members receive training on identifying and dealing with the different types of bullying.

A safe, supervised place is available for pupils to go to at lunch if they are involved in conflict with their peers, or wish to avoid a bully.

## SEND Bullying

<http://www.anti-bullyingalliance.org.uk/media/37724/Involving-CYPSEND-response-to-bullying.pdf>

Students who are on the SEND register are more vulnerable to bullying than their peers but this does not mean that all students with SEND will be bullied. At George Salter Academy we continually monitor our SEND pupils through regular one-two-one review meetings, group work, daily through Student Welfare Managers and Progress leaders as needed.

When a student is identified as socially vulnerable because of their SEND, George Salter Academy takes every precaution to prevent as such incidents occurring. These strategies are listed above but with the addition of specific 'peer-awareness' sessions for vulnerable students that allow these students to express in their own words the impact that their SEND has upon them and generate some empathy from their peers.

In addition to this George Salter Academy recognises that it might be more difficult for some students with SEND to express their concerns about bullying and so with the enrolment of each new student we spend a considerable amount of time preparing them with this policy, explaining what it means and the various ways in which they might communicate any concerns and finally agree with the student in advance which method and person they would most like to use to express themselves.

Note due to the individual nature of SEND students these strategies are continually evolving in line with their individual needs and where necessary additional prevention strategies will be put in place.

## Signs of bullying

Some of the signs that a pupil may be victim of bullying include, but are not limited to, the following:

- Being frightened to travel to or from the academy
- Asking to be driven to the academy
- Unwillingness to attend the academy
- Truancy
- Becoming anxious or lacking confidence
- Saying that they feel ill in the morning
- Decreased involvement in academy work
- Returning home with torn clothes or damaged possessions
- Missing possessions
- Missing dinner money
- Asking for extra money or stealing
- Cuts or bruises
- Lack of appetite
- Unwillingness to use the internet or mobile devices
- Becoming agitated when receiving calls or text messages
- Lack of eye contact
- Becoming short tempered
- Change in behaviour and attitude at home

Although the signs outlined above may not be due to bullying, they may be due to deeper social, emotional or mental issues, so are still worth investigating.

Pupils who display a significant number of these signs are engaged with, in order to determine the underlying issues, whether they are due to bullying or other issues.

## Staff principles

Prevention is at the forefront of the academy's Anti-Bullying Policy.

Staff treat reports of bullying very seriously; never assume that it is 'just banter'.

Staff do not ignore signs of suspected bullying and report when it is seen or heard.

Unpleasantness from one pupil towards another is always challenged and never ignored.

Staff take action immediately; this applies to all staff, not solely teaching staff.

Staff always respect pupils' privacy, and information about specific instances of bullying are not discussed with others, unless it is in a setting that the victim has given consent to.

Follow-up support is given to both the victim and bully in the months following any incidents, to ensure all bullying has stopped. Students will have follow meetings at weekly intervals for the first month and monitoring sessions thereafter.

Follow up with a meeting with those involved to discuss how effectively they felt the incident has been dealt with to inform future practice.

## Roles and responsibilities

The governing body evaluates and reviews this policy to ensure that it is non-discriminatory.

It is the responsibility of all staff to be alert to possible bullying of pupils and to deal with incidents as the highest priority.

The Designated safeguarding lead reviews and amends this policy, taking account of new legislation and government guidance, and using staff experience of dealing with bullying incidents in the previous year to improve procedures.

The Designated safeguarding lead keeps a bullying record of all reported incidents including which type of bullying has occurred to allow for proper analyses of the data collected.

The Designated Safeguarding lead analyses the data in the Bullying Record at termly intervals in order to identify any trends in the types of bullying occurring and implement the appropriate measures to tackle it.

The Designated safeguarding lead arranges appropriate training for staff members.

Each Head of Year/Student Welfare Manager corresponds and meets with parents/carers where necessary. They also provide a point of contact when more serious bullying incidents occur.

All teaching staff are alert to social dynamics in their class and are available for pupils who wish to report bullying. They also provide follow-up support after bullying incidents.

Teachers ensure that they are alert to possible bullying situations, particularly exclusion from friendship groups, and that they inform the pupil's head of year/ student welfare manager of such observations.

All staff will avoid gender stereotyping when dealing with bullying.

Throughout the year, the composition of pupil groups shows sensitivity to those who have been the victims of bullying.

The academy nurses, often the first people to receive reports of bullying, offer emotional support to victims, and alert the relevant Safeguarding manager.

Parents/carers are advised to inform their child's head of year/student welfare manager if they are concerned that their child may be bullied or be involved in bullying.

Pupils are advised to inform a member of staff if they witness bullying, or are a victim of bullying.

Pupils are taught not to make counter-threats if they are victims of bullying.

Pupils are taught to walk away from any dangerous situations and avoid involving other pupils in incidents.

Pupils are advised to retain all evidence of cyber bullying.

## Procedures

Minor incidents are reported to the pupil's Student Welfare Manager who investigates the incident, sets appropriate sanctions for the perpetrator, and informs the parents/carers in writing of the incident and outcome.

When investigating a bullying incident, the following procedures are adopted:

- The victim, alleged bully and witnesses are all interviewed separately
- Members of staff ensure that there is no possibility of contact between the pupils interviewed, including electronic communication
- If a pupil is injured, members of staff take the pupil immediately to the academy nurse for a medical opinion on the extent of their injuries
- A room is used that allows for privacy during interviews
- A witness is used for serious incidents
- If appropriate, all parties (bully, victim, witnesses) are asked to write down details of the incident; this may need prompting with questions from the member of staff to obtain the full picture
- Premature assumptions are not made, as it is important not to be judgemental at this stage
- Members of staff listen carefully to all accounts, being non-confrontational and not attaching blame until the investigation is complete
- All concerned pupils are informed that they must not discuss the interview with other pupils

Due to the potential for sexist, transphobic and sexual bullying to be characterised by inappropriate sexual behaviour, staff members involved in dealing with the incident are required to consider whether there is a need for safeguarding processes to be implemented.

## Sanctions

If the Assistant principal behaviour and attendance is satisfied that bullying did take place, the pupil will be helped to understand the consequences of their actions and warned that there must be no further incidents.

The Assistant Principal – Student Welfare, informs the pupil of the type of sanction to be used in this instance (detentions, service-based activities, etc.) and future sanctions if the bullying continues.

If possible, the Assistant Principal – Student Welfare will attempt reconciliation and will obtain a genuine apology from the bully. This will either be in writing to the victim (and/or witnesses if appropriate), or face-to-face, but only with the victim's full consent. Discretion is used here; victims will never feel pressured into a face-to-face meeting with the bully.

The bullying pupil is made to realise that some pupils do not appreciate the distress they are causing, and that they should change their behaviour.

Parents/carers are informed of bullying incidents and what action is being taken.

The Student Welfare Manager informally monitors the pupils involved over the next half-term.

## Support

The Designated Safeguarding lead informally checks whether the bullying has stopped on a weekly basis for a month after the initial complaint of bullying.

The Designated Safeguarding lead formally checks whether the bullying has stopped the week after the bullying, and again during the same half term.

If necessary, group dynamics are broken up by members of staff by assigning places in classes.

The victim is encouraged to tell a trusted adult in the academy if bullying is repeated.

The victim is encouraged to broaden their friendship groups by joining lunchtime or after-school club or activity.

## Follow up support

The progress of both the bully and the victim are monitored by their student welfare manger. One-on-one sessions to discuss how they are progressing may be appropriate.

If appropriate, follow-up correspondence is arranged with parents/carers one month after the incident.

Pupils who have been bullied are supported in the following ways:

- Being listened to
- Having an immediate opportunity to meet with their Student Welfare Manager or a member of staff of their choice
- Being reassured
- Being offered continued support
- Being offered counselling, where appropriate
- 1 to 1 work
- Group Work



Pupils who have bullied others are supported in the following ways:

- Receiving a consequence for their actions
- Being able to discuss what happened
- Reflecting on why they became involved
- Understanding what they did wrong and why they need to change their behaviour
- Appropriate assistance from parents/carers

## Bullying outside of the academy

- Teachers have the power to discipline pupils for misbehaving outside of the academy premises. This can relate to any bullying incidents occurring anywhere off the academy premises, such as on academy or public transport, outside the local shops, or in a town or village centre.
- Where bullying outside the academy is reported to academy staff, it is investigated and acted on. In all cases of misbehaviour or bullying, the teacher can only discipline the pupil on academy premises, or elsewhere when the pupil is under the lawful control of the member of staff.
- The Principal has a specific statutory power to discipline pupils for poor behaviour outside of the academy premises. Section 89(5) of the Education and Inspections Act 2006 gives the Principal the power to regulate pupils' conduct when they are not on academy premises, and therefore not under the lawful charge of an academy staff member.
- The Designated safeguarding lead is responsible for determining whether it is appropriate to notify the police or the academy community police officer regarding anti-social behaviour of the action taken against a pupil.
- If the misbehaviour could be of a criminal nature, or poses a serious threat to a member of the public, the police are always informed.

## Policy review

This policy is reviewed every year by the Designated Safeguarding Lead.

The scheduled review date for this policy is May 2019.