



ANTI-BULLYING POLICY

Date Agreed (Trust)	29 January 2021
Date Presented to LGB	
Review Date (Trust)	September 2022

Accepted by governors: May 2023
Date for review: May 2024

Update

This policy was reviewed on 27 November 2020 by Kevin Jones.

Changes Made

There has been no need to make any updates or changes. This policy is unchanged from the 2019 version.

1 Introduction

1.1 **Enhance Academy Trust (the Trust)** is committed to providing a safe, positive, valuing and inclusive environment for all our pupils, staff and parents/carers. Bullying of any kind is unacceptable at any of our academies. The anti-bullying policy and practice plays an important role in this.

2 What is Bullying?

2.1 Bullying is 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'. (DfE "Preventing and Tackling Bullying", October 2014).

2.2 Bullying is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or perceived differences. It is unacceptable and should not be tolerated.

2.3 Bullying can take many forms:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, spreading rumours).
- **Physical:** pushing, kicking, hitting, punching or any use of violence.
- **Racist:** racial taunts, graffiti, gestures.
- **Sexual:** unwanted physical contact of sexually abusive comments.
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing.
- **Cyber:** All areas of internet such as e-mail & internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities.

2.4 It is a government requirement that all schools and academies have an anti-bullying policy.

3 Aims and Objectives

3.1 The aims and objectives of each academy within the Trust are:

- To assist in creating an ethos in which attending the academy is a positive experience for all members of the academy community.
- To make it clear that all forms of bullying are unacceptable within the academy.
- To enable everyone to feel safe whilst at the academy and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect targets of bullying and ensure they are listened to.
- To help and support perpetrators of bullying to change their attitudes as well as their behaviour and to understand why it needs to change.
- To ensure that pupils are actively involved in combating bullying.
- To liaise with parents to help support the perpetrators and victims of bullying.
- To ensure all members of the academy community feel responsible for combating bullying.

3.2 We also want to ensure that:

- All governors, teachers, education support assistants, lunchtime supervisors, non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teachers, education support assistants, lunchtime supervisors, and non-teaching staff should know what the academy policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the academy policy is on bullying and what they should do if bullying arises.

3.3 As a Trust we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated and it should be understood that everyone needs to take responsibility for bullying.

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

4 Signs of Bullying

4.1 A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- Is frightened of walking to or from the academy.
- Changes their usual routine.
- Is unwilling to go to the academy (academy phobic).
- Begins to truant.
- Becomes withdrawn, anxious, or lacking in confidence.

- Runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to underperform in academy work.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or “go missing”.
- Has dinner or other monies continually “lost”.
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what is wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a cyber message is received.

4.2 These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

4.3 Parents who believe their children are the victim of bullying should share their concerns with the academy at the earliest opportunity and be prepared to work with the academy to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.

5 Procedures to Help Prevent Bullying

5.1 Each of our academies have procedures to help prevent bullying which may be included in some, or all, of the following:

- Academy Council.
- Class rules / rights and responsibilities.
- Displays.
- Assemblies.
- Teachers, Lunchtime Supervisors and Teaching Assistants to talk to.
- Learning Mentor support.
- Restorative practices to reconcile problems.
- SAFE group sessions.
- Befrienders scheme.
- Playleaders.
- PSHE lessons.
- Reflections in PSHE.
- Circle time.
- Behaviour reflections.
- Work and activities during Anti-Bullying Week.

6 Procedures for Staff Dealing with Incidents of Bullying

6.1 The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff that has been approached will deal with the incident immediately.
- Staff will make sure the victim is reassured and feels safe.
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested.
- Staff will encourage a problem solving approach which will move children on from having to justify their behaviour – this may take the form of a group meeting to reconcile pupils (restorative practices).
- Staff will reinforce the message that bullying behaviour is not tolerated.
- Appropriate action will be taken quickly to end the behaviour.
- Sanctions deemed appropriate will be applied.
- If possible, the pupils will be reconciled.
- If necessary, support will be given to the perpetrators of bullying to help them understand and change their behaviour.
- A member of the Senior Management Team will be informed of the incident and the action taken.
- In serious cases, parents will be informed and will be invited to come in and discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure a successful outcome.

7 The Role of Pupils

- 7.1 Pupils will progressively develop their understanding of bullying and related behaviour issues through the curriculum. All pupils will be expected to develop appropriate witness behaviour and to show concern for others across the academy community.
- 7.2 Pupils will have opportunities to develop their resilience and problem solving strategies in the face of hurtful behaviour.
- 7.3 Concerns and worries related to incidents and bullying in general may be explored and shared in ‘circle time’, but pupils will have access to anonymous reporting opportunities (i.e. through the use of a worry box, Befrienders Scheme). The seriousness of making false reports will be understood.
- 7.4 Pupils will be actively involved in anti-bullying developments through the academy council, curriculum work and in special initiatives. From time to time pupils may be involved in group support for vulnerable individuals (those who have been bullied and those who have bullied).

8 The Role of Parents

- 8.1 Parents have an important role in actively encouraging their children to be a positive member of the academy. Dealing with behaviour problems effectively requires the academy and parents to work in partnership.
- 8.2 If parents have concerns about bullying or hurtful behaviour they should take up those concerns with the class teacher.
- 8.3 Parents should raise any concerns about bullying or other hurtful behaviour directly with the academy and not with the parents of other parties, involved or otherwise. The best place to resolve conflicts between children is within the academy where all sides and aspects of incidents can be explored.
- 8.4 Parents are expected to exercise reasonable confidentiality around incidents in which they are involved.
- 8.5 Parents will be informed of any significant incidents involving their children in order to enable them to support their child and the academy in seeking resolution and restoring a safe environment for all children.

9 The Role of the Trust and Governors

- 9.1 The Trust and Local Governing Bodies support Headteachers in all strategies to eliminate bullying from our academies.
- 9.2 The Headteacher is required to keep records of all bullying incidents and to report on the effectiveness of the academy anti-bullying strategies.
- 9.3 It is the responsibility of Local Governing Body to monitor the anti-bullying policy and its effectiveness.
- 9.4 The Trust will review the anti-bullying policy on an annual basis.