

# Anti-bullying Policy

This policy was approved by Directors and the Operational Board



**Date Policy Initiated:** September 2016

**Date Policy was renewed:** .....Sept 2020

**Date of next renewal:** .....Sept 2021

# Anti-bullying Policy

At the Skills for Life Trust we have a zero tolerance policy on bullying of any kind. If bullying does occur, all students should feel comfortable to tell an adult and know that the incident will be dealt with quickly and effectively. We believe it is the responsibility of everyone to report any incidents of bullying, whether suspected or witnessed.

We actively promote values of respect and equality and celebrate diversity across our schools. This allows our students to become responsible citizens and appreciate modern society when they leave our schools.

The Skills for Life Trust will regularly review and assess our Anti-bullying Policy, procedures and reporting system to ensure we are always improving, with student safety and welfare at the focus of our work.

## Principles

When tackling bullying, Skills for Life Trust will.

- Follow the DfE guidance *DfE guidance "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies"*, July 2017
- Promote the principles of British Values including individual liberty and mutual respect and tolerance of all.
- Ensure Equality of Opportunity for all students;
- Ensure that our students develop 'skills for life' that will help them when they leave the Trust.
- Develop a culture within the Trust in which students feel able to disclose incidents that upset or distress them.
- Promote avenues for students to report bullying
- Make students aware that all bullying concerns will be dealt with sensitively and effectively;
- Educate students about the effects and consequences of bullying.

## Procedures

### Definition of Bullying

Bullying is "Behaviour by an individual or a group, repeated over time that intentionally hurts another individual or group either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Bullying can happen to anyone. It can be related to gender identity, race, religion or culture, special educational needs or disability, appearance or physical or mental health conditions and sexual orientation. It can be carried out in person or via technology.

### **Homophobic, Biphobic and Transphobic (HBT) Bullying**

HBT bullying includes comments, insults or discrimination caused by prejudice against lesbian, gay and bisexual people and people who identify as trans.

HBT bullying can take different forms which can involve:

- Sexual gestures
- Spreading rumours
- Name calling and physical bullying
- Threat of being “outed”
- Being compared to LGBT+ celebrities
- Isolating a young person suspected of being LGBT+

All cases of HBT Bullying and language will be reported and dealt with according to this policy.

### **Dealing with Incidents**

Where bullying is suspected or reported, any immediate incident will be dealt with by the member of staff who has been approached. A clear and precise account of what has occurred will then be taken and supporting statements from any witnesses will be taken.

At Skills for Life Trust sanctions will be issued in line with Trust’s Behaviour Policy. This may include official warnings, detentions, removal of privileges or fixed-term and permanent exclusions.

The parent/carers of both parties will be kept informed and if necessary and appropriate, the police or other local agencies will be consulted.

When responding to cyberbullying concerns the Trust will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and looking at screenshots etc. The Trust will request that the offending content is removed.

Where bullying has taken place outside of the school site, the Trust will ensure that the concern is investigated and that appropriate action is taken in accordance with the Trust’s behaviour policy.

Any student who has been the victim of bullying will be given the opportunity to discuss their experience with their class teacher (primary), form tutor, a member of the pastoral team or a member of staff of their choice. Where necessary they will be offered additional support via our Connexions or Counsellor (Secondary). The Academy will continue to provide support. The Pastoral Team may also seek to organise restorative work between the two parties and use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

## **Preventing, identifying and responding to Bullying**

Skills for Life Trust seeks to prevent bullying where possible by creating an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.

At Skills for Life Trust Form Times, Assemblies, PSHE and RE Lessons and Awareness Campaigns will be used to raise awareness of the issues surrounding Bullying. The Pastoral Team will also publicise the various avenues through which students can report bullying. The Trust will work with other agencies to raise awareness and tackle general or specific prejudices.

The Trust will regularly canvass students and parents views on the extent and nature of bullying within the Trust.

## **Roles and responsibilities**

**All adults member of the Trust community** (Governors, staff, parents/carers and visitors) should:

- Show respect to every person within our Trust and avoid saying or doing anything which will cause hurt or offence to others;
- Report all incidents of bullying;
- Offer support to anyone they see being bullied

**Students should:**

- Treat others as they would like to be treated;
- 'shout out': tell an adult if they see anyone being bullied;
- Help and support their peers if they see them being bullied

## **Monitoring of Bullying**

### **Greenacre Academy**

We will record a clear and concise account of the incident on Behaviour Watch and the exact nature of the incident, including any sanctions will be noted. This will be followed up by a member of the Pastoral team. The Academy does not tolerate bullying of any kind.

### **Warren Wood Primary Academy**

We take all reports of bullying seriously and all incidents will be followed up by a member of SLT. A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken in the Bullying log and monitored to ensure repeated bullying does not take place.

### **Chantry Community Academy**

The physical and emotional well-being of our children is paramount. The academy does not tolerate bullying of any kind and if an act of bullying or intimidation of any kind has taken place, staff will act immediately to prevent any further incidents of such behaviour. All incidents will be followed up by a member of SLT. A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken in the Bullying log and monitored to ensure repeated bullying does not take place. Parents of children involved will be notified.

### **Hilltop Primary Academy**

We take all reports of bullying seriously and all incidents will be followed up by a member of SLT. A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken in the Bullying log and monitored to ensure repeated bullying does not take place.

### **Walderslade Girl's School**

We take reports of bullying seriously and any incidents are investigated through our Behaviour and Conduct Policy. Clear records are made of the incident and logged on an explicit log along with details of appropriate sanctions issued.

### **Complaints procedure**

If a parent/carer is dissatisfied with the way the Trust has dealt with a bullying incident, they should initially contact the class teacher. If the concern remains, they should contact the Deputy Head. If there are still concerns they should contact the Headteacher and finally, if the concern has not been rectified they should follow the Trust's Complaints Policy.

## Appendix A – COVID19 Update

### Statement of intent

The school aims to act in accordance with the Anti-Bullying Policy set out above as much as possible; however, we understand the necessity for additional rules and considerations while the school observes social distancing and infection control guidelines. This appendix sets out what additional actions the school will take when phased reopening begins.

The information in this appendix is under constant review and kept updated to reflect any changes to national or local guidance.

### COVID-19 Anti-bullying guidelines

- 1.1 The school prohibits pupils from lingering in walkways, including stairs, and other communal areas without good cause.
- 1.2 Pupils who purposefully and continuously linger in walkways and communal areas without good cause are disciplined in line with the behaviour policy.
- 1.3 Pupils are expected to move quietly and with purpose around the corridors. Pupils are expected not to touch or make any comment about another student related to COVID-19 including, but not limited to their experiences of the pandemic or their choice to wear or not wear PPE.
- 1.4 The school expects pupils who are learning remotely to be respectful at all times. Any of the following behaviours witnessed on the 'Teams Microsoft classrooms' will be subject to sanctions within the behaviour policy:
  - Name calling of any kind
  - Using the platform to intimidate or make another student or member of staff feel uncomfortable
  - Attempt to access classrooms that they are not assigned to
  - Send private messages to other students or staff that may be deemed, by language used inappropriate.
  - Any pictures or, emoticons or Gifs that can be interpreted to intimidate any person based on their colour, gender, race, religion, sexual orientation
  - Any racially motivated language
  - Any attempts to use extremist language or behaviour or encouragement of others to do so
- 1.5 Staff will be expected to take the following measures should any of the above behaviours be witnessed:
  - Report any issues, including harassment or bullying to a member of SLT

- Record any instances of the above on our Behaviour monitoring system, Behaviour watch.

1.6 Students witnessing any of the listed behaviours, deemed as bullying should report the behaviour to the teacher in charge of the classroom, or use the Red button on the website to report the behaviour, taking screenshots if necessary.

## **4 Monitoring and review**

14.1 This appendix is reviewed in reaction to any new government advice by the [headteacher](#).