



ANTIBULLYING POLICY

**This policy can be used by all the academies in
Lionheart Academies Trust**

Adopted by Lionheart Academies Trust Board: 2018

To be reviewed by Lionheart Academies Trust Board: 2020

Signed: Chair of Board:

Date:

Rationale

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff. This is to include bystanders, parents and other school staff.

Ethos

As a school we believe that our promotion of equal opportunities and tolerance means that very few instances of bullying occur within our school community. This Anti-bullying Policy, therefore, is designed to respond to the occasional instances of bullying that might still occur.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying differs from other types of aggressive behaviour in that it occurs on purpose and on more than one occasion.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) Bullying can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children's emotional development
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic/
Biphobic/Transphobic verbal/physical behaviour focussing on sexual orientation or sexual identity
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying sending unfriendly or threatening text messages or emails. Being threatening, tormenting, unfriendly in chat rooms or on the internet. Posting inappropriate material on websites/ social media that shows any level of unpleasant behaviour. Please refer to the separate policy on cyberbullying.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and associate staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and associate staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

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

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

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

Procedures

1. On being made aware of an incident, staff will;
 - deal immediately if low-level/minor
 - refer to Student Support for more serious/prior incidents
2. In all cases of bullying, the incident should be recorded by staff and the information passed to the Student Support. The information will be kept centrally in the office, and recorded in a specific log for bullying.
3. The bullying behaviour or threats of bullying will be investigated and all attempts made for the bullying to be stopped quickly.
4. Behaviour modification work will be undertaken with the bully/bullies.
5. Victims will be offered appropriate support.
6. Tutors/Student Support staff will review the incident (depending on the severity of the case and if no further incidents have occurred in the meantime) and either close the record or escalate for further action.
7. In serious cases parents will be informed and may be asked to come in to a meeting to discuss the problem.
8. If necessary and appropriate, police will be consulted.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise.
2. In some situations the bullies and victims may be referred to participate in a Restorative Justice meeting.
3. In serious cases internal, temporary or even permanent exclusion will be considered.
4. If possible, the students will be reconciled.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
6. There will be a follow-up meeting after a few weeks to check on both the bullied and the bully.

Prevention

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create “safe spaces” for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

We will use a wide range of methods for helping students to prevent bullying. As and when appropriate, these may include:

- Using sanctions as outlined in the school Behaviour/Conduct Policy
- Through curriculum lessons such as PSHE and RE
- Dealing with the subject of bullying in gatherings/assemblies and (in secondary schools) tutorial sessions
- Having discussions about bullying and why it matters.

Useful links and supporting organisations

Anti-Bullying Alliance:	www.anti-bullyingalliance.org.uk
Childline:	www.childline.org.uk
Family Lives:	www.familylives.org.uk
Kidscape: www.kidscape.org.uk ☒ MindEd:	www.minded.org.uk
NSPCC:	www.nspcc.org.uk
The BIG Award:	www.bullyinginterventiongroup.co.uk/index.php
Restorative Justice Council:	www.restorativejustice.org.uk
The Diana Award:	www.diana-award.org.uk
Victim Support:	www.victimsupport.org.uk
Young Minds:	www.youngminds.org.uk
Young Carers:	www.youngcarers.net
The Restorative Justice Council:	www.restorativejustice.org.uk
Advisory Centre for Education (ACE)	www.ace-ed.org.uk
Children's Legal Centre	www.childrenslegalcentre.com
Youth Access	www.youthaccess.org.uk
Beat Bullying	www.beatbullying.org.uk

LGBT+

Barnardos LGBT Hub:	www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
Metro Charity:	www.metrocentreonline.org
EACH:	www.eachaction.org.uk
Proud Trust:	www.theproudtrust.org
Schools Out:	www.schools-out.org.uk
Stonewall:	www.stonewall.org.uk

Sexual harrassment and sexual bullying

Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk o A Guide for Schools: www.endviolenceagainstwomen.org.uk

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign