



Cabot
Learning
Federation

Anti-Bullying Policy

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Rationale:

At Broadoak Academy, we aim to create a secure, focused and calm learning environment within a culture of tolerance and support for each other. We agree with the DfE which says students “will learn best in a safe and calm environment that is free from disruption and in which education is the primary focus” (Preventing and tackling Bullying, 2017). This policy recognises that bullying can occur and seeks to ensure that everyone in the academy can recognise it when it takes place and deal with it in a consistent, fair and effective manner.

Aims:

- To provide a clear definition of bullying
- To create a safe environment in which all members of the academy community can talk openly about bullying
- To develop a whole academy approach to identifying, investigating and dealing with incidents of bullying
- To safeguard students who have experienced bullying and identify support for them
- To promote preventative strategies, in particular through curriculum opportunities, to raise awareness of bullying and develop empathy and the management of feelings
- To ensure the academy meets its statutory duties as outlined in the Equality Act (2010) to eliminate unlawful discrimination, harassment and victimisation

Definition of bullying:

Bullying may be defined as ‘behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.’ (Preventing and Tackling Bullying, 2017). This means that unpleasant or unkind behaviour which occurs once, or happens in a short period of time, will not be identified as bullying and will be dealt with in line with our Behaviour Policy. We recognise the importance of dealing with these types of incidents which, if unchallenged, could turn into bullying (i.e. repeated over time). Sometimes friends fall out and this can be perceived as bullying, especially if it happens a lot. Friends often share information which can be used in an argument and this can be even more upsetting.

In Preventing and Tackling Bullying (2017) the DfE states that “bullying involves an imbalance of power between the perpetrator and the victim.” When friends fall out, we will work with the students and parents/carers to establish what has happened and for how long.

The acronym STOP

(Several Times on Purpose) is used to help students understand the difference between bullying and unkind behaviour, arguments between friends or falling out in class.

At Broadoak, we recognise that bullying can take many forms:

- Physical e.g. hitting, punching, pinching, taking someone's belongings
- Verbal e.g. name calling, insulting, spreading stories, referring to someone's disability in a negative way
- Emotional e.g. exclusion from a group, ridiculing, humiliating
 - Racist e.g. taunts, gestures, inappropriate comments about race or religion
 - Sexual e.g. unwanted physical contact, sexist comments or abuse
 - Homophobic e.g. spreading rumours, name calling, homophobic comments
 - Cyber e.g. use of ICT (such as social media sites like Instagram or Facebook) to spread rumours, call people names, send inappropriate messages or images
- Bullying in reference to any of the protected characteristics in the equality act 2010

Reporting incidents of bullying:

We encourage all students to report bullying if they themselves are the victims or if they notice other students being bullied. They can report a case of bullying to any adult in the academy. We ask that all parents/carers report any bullying concerns to either their child's Tutor or Head of House. In all cases, the procedures outlined below will then be followed.

Bullying incidents can also be reported by students or parent/carers by emailing; basafeguarding@clf.uk

Procedures for reporting and responding to bullying incidents:

Allegations of bullying will be taken seriously by all staff and dealt with quickly and impartially.

1. Allegations of bullying will be reported to the Tutor who will be responsible for ensuring the allegations are investigated and appropriate interventions/actions taken, supported by the Head of House.

2. The Head of House (or another appropriate member of staff e.g. a tutor) will speak to all of the students involved individually, starting initially with the victim of bullying, and take statements. They will seek to find out:

- What occurred
- Names of those responsible for any bullying behaviour and any possible witnesses
- When and where the bullying took place (in a classroom, at break or lunch, online, on the way home from school)
- How long and how often the bullying has happened

3. Appropriate action will be taken, dependent upon the scale and frequency of the bullying. The Head of House will discuss the consequences with their link Senior Leader in line with the behaviour policy. A verbal warning, student contracts, Return to Learn referrals, a withdrawal of social times and external suspension are options which could all be considered depending on the nature of the case, this list is not exhaustive and others

actions may be taken in line with our behaviour policy. We may involve the police in these incidents if we feel that a criminal offence may have been committed, for example under the Malicious Communications Act 1988 and the Communication Act 2003, or on the basis of the Equalities Act.

This will be recorded as a bullying incident on the student/s' behaviour record/s. It will also be recorded in the contact log of the victim.

4. Restorative justice approaches may be used between the victim and perpetrators, dependent upon the individual case and the wishes of the victim.

5. Parents of all parties will be contacted and informed of the incident and outcomes.

6. Support will be offered to the victim (usually a referral to a Student and/or Staff Anti-Bullying Ambassador) and it may also be considered appropriate to offer support to the bully/ies, to ensure that such behaviour does not happen again.

7. If the bullying continues, more serious sanctions will be applied in line with the Behaviour Policy. Parents/carers of the bully/ies will be invited to the academy for a meeting with the Head of House.

Further incidents will require a meeting between parents/carers and a member of the Senior Leadership Team (SLT).

Referring back to the earlier definition of bullying as action 'repeated over time', staff, students and parents/carers should be alert to possible signs of bullying so that they can offer support in a proactive manner, rather than waiting for a student to make a disclosure. The possible signs could include:

- Unwilling to come to school
- Truancy
- Becomes withdrawn or anxious
- Poor sleeping patterns
- Has possessions which are damaged or 'go missing'
- Has unexplained cuts or bruises
- Becomes aggressive or disruptive
- Stops eating
- Starts bullying others e.g. siblings, or younger students
- Starts stammering
- Is reluctant to use the Internet or becomes nervous when receiving text messages.

Assemblies are used to promote the academy as a community in which students and staff work together in a mutually supportive environment. Some assemblies deal specifically with

anti-bullying or elements of bullying behaviour. Additional assemblies will be scheduled where bullying incidents are brought to the attention of the Head of House so we can respond and education the young people at Broadoak Academy.

Within the PSHCE curriculum (Jigsaw programme), students are encouraged to develop the skills of empathy and managing emotions. Lessons which deal with relationships, managing conflict, stereotyping and discrimination encourage students to reflect on how bullying may happen. There are also specific lessons delivered about bullying and abuse in relationships. E Safety lessons within PSHCE and the ICT curriculum address issues regarding cyber bullying.

Support for students:

Students can seek support from any trusted adult at Broadoak. This may be their tutor who they see every morning or their Assistant Head of House who is a non-teaching member of staff and available throughout the day. Members of the student support team as well as Heads of House and all teaching staff are available to support students when they need it.

Beyond the academy, students can access 'Kooth' – a free online counselling service, and/or other support agencies such as Childline or the National Anti-Bullying helpline. We work closely with Barnardo's and Off The Record who provide support to students throughout the school day.

Linked policies:

Behaviour Policy

E Safety Protocol

Single Equality Policy

ICT and Acceptable use Protocol