



Cabot
Learning
Federation

Anti-Bullying Policy

Date Approved: June 2024
Approved By: Academy Council
Review Frequency: Biennial
Date of Next Review: June 2026

History of Most Recent Policy Changes

Date	Page	Change	Origin of Change
22.06.24	3	An introduction added	Biennial review: To include references to legislation read while reviewing policy
22.06.24	6	Further support signposting added	Biennial review: To reflect external sources available to families
22.06.24	4-5	Outline of the academy's commitment to preventing bullying	Review of policy as per biennial review and following training around cultural ethos completed by the EDI Lead.
22.06.24	All pages	Language	Change from the term Victim to target and removal of term perpetrator in line with KCSIE 2024 guidance.

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Introduction

This policy has been written as guidance for staff, parents or carers and young people in accordance with the Government White Paper, "Every Child Matters", the Department for Education and Standard's (DfE) publications "Working Together to Safeguard Children" and "Preventing and Tackling Bullying". This document sets out the academy's policy in relation to the issue of bullying.

It reflects a belief that bullying is not acceptable under any circumstances and that it is best prevented through the development of our academy ethos based on the themes of time, courage, choice. It also acknowledges that bullying behaviour is problematic for the target of the behaviour and the student instigating the behaviour and embodies support and management strategies that are pragmatic and non-oppressive.

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, Tik Tok, or Snapchat) 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 targets 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 all and any bullying concerns to either their child’s Tutor or House Team. 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 or Assistant Head of House (where tutor is absent) who will be responsible for ensuring the allegations are investigated and appropriate interventions/actions taken, supported by the Head of House.

2. The House team (or another appropriate member of staff e.g. a tutor) will speak to all of the students involved individually, starting initially with the target 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, depending 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 behaviour agreements, RESET referrals, a set and reflect placement, and external suspension are all options which could be considered depending on the nature of the case. This list is not exhaustive, and other 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 based on the Equalities Act 2010.

4. This will be recorded as a bullying incident on relevant documentation.

5. Restorative justice approaches may be used between the target of the bullying behaviours and those engaging in those behaviours, dependent upon the individual case and the wishes of the student that has been a target of the bullying behaviours.

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

7. Support will be offered to the target (either through the wider house team or through the staff Anti-Bullying Lead) and it may also be considered appropriate to offer support to the bully/ies, to ensure that such behaviour does not happen again.

8. If the bullying continues, more serious consequences 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.

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

10. 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.

Preventing Bullying

Broadoak Academy values the development of trusting and respectful relationships between students, staff and parents, and the provision of a safe environment with clear and recognised boundaries.

A key aspect in the delivery of these values is the creation of a safe learning environment and an anti-bullying culture. This is an on-going process and involves measures designed to encourage students to behave positively towards one another, to recognise and celebrate difference within our community and to challenge and educate students where these expectations are not met. Measures towards this objective include:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Regularly evaluate the climate of the academy through systems involving student, parent and staff surveys, and also through proactive engagement with our parents via meetings, telephone conversation, and email.
- Work with staff and outside agencies via professional development to identify all forms of prejudice-driven bullying.
- Provide opportunities to develop students' social and emotional skills, including their resilience throughout the academy's curriculum.
- Provide a range of approaches for students, staff and parents/carers to access support and report concerns, which might include verbal and written reporting, anonymised reporting, and making use of the peer support networks (house captains and academy parliament representatives).
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.

- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train staff in understanding of protected characteristics e.g. Show the Red Card to Racism course
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents on our central safeguarding software (CPOMS)).
- Proactively gather and record concerns and intelligence through CPOMS about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create “safe spaces” for vulnerable children and young people, and to provide effective staff supervision during social times and corridor supervision during lesson transitions.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.
- Involve parents in additional awareness training events, e.g. internet safety.
- Education for students which is responsive to identified student need through PSHE, SMSC and Safety Days

Further Support for Students, Parents, and Carers

As an academy we recognize that sometimes there may be a need to access extra support outside of the hours of the school day. The following links are recognised nationally for their support in the reduction of bullying and are endorsed by us as an academy:

The Anti-bullying Alliance: www.anti-bullyingalliance.org.uk

OTR: www.otrnorthsomerset.org.uk

Kidscape: www.kidscape.org.uk

Young Minds: www.youngminds.org.uk

National Bullying Helpline: www.nationalbullyinghelpline.co.uk

Kooth: www.kooth.com

Victim Support: www.victimsupport.org.uk

Linked policies:

Behaviour Policy

E Safety Protocol

Single Equality Policy

ICT and Acceptable use Protocols



