

# Anti-bullying Policy

**Signed:**

**Chair: S. Gribbin**

**CEO: R. Swindells**

**Date: 13<sup>th</sup> February 2025**

**Review date: February 2028**

**This policy applies to Collective Vision Trust and all of its school.**

The Education and Inspections Act 2006 outlines several legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Behaviour Policy, which is communicated to all pupils, school staff and parents.

All staff, parents and pupils work together to prevent and reduce any instances of bullying at the school. There is a zero-tolerance policy for bullying at the school.

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally.

There are many definitions of bullying, but most consider it to be:

- repeated
- intended to hurt someone, either physically or emotionally; and
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

Bullying takes many forms such as physical, verbal, social exclusion and the misuse of mobile phones and Internet social media sites (cyber-bullying). It is our duty to look out for all signs of bullying and to take the appropriate action to stop it. We will deal with all incidents of alleged bullying.

This policy applies to all forms of bullying including:

- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people
- Race (racist bullying)
- Religion or belief
- Culture or class

We believe by creating a safe, secure and caring school environment we will encourage all pupils to report any incident of bullying to a member of the school staff.

Under no circumstances will we tolerate any form of bullying, and all incidents of bullying will be dealt with promptly and effectively as we wish to promote the wellbeing of all pupils

**Cyber-bullying** – The school views cyber-bullying in the same light as any other form of bullying and will use the strategies in this policy and the school's behaviour policy to deal with it. In addition, the school has the right under the Education Act 2011 to examine and delete files from pupils' personal devices (e.g. mobile phones) where it has good reason to do so. There is no need to obtain parental consent.

All members of staff will receive training on an annual basis on the signs of cyberbullying, in order to identify pupils who may be experiencing issues and intervene effectively.

## AIMS OF THE POLICY

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.
- To work with other schools to share good practice in order to improve this policy.

The Directors will not condone any bullying and has:

- delegated powers and responsibilities to the Executive Headteacher / Headteacher, through the school pastoral system, to eliminate all forms of bullying, to keep records of all incidents of bullying and the different types of bullying;
- delegated powers and responsibilities to the Executive Headteacher / Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- responsibility for ensuring this policy and all policies are maintained and updated

The Executive Headteacher / Headteacher:

- implement this policy;
- ensure that all school personnel are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
- ensure school personnel have a clear understanding of the extent and nature of bullying that may take place in school;
- ensure that the PSHE curriculum deals with anti-bullying
- consider exclusion in the most serious incidents of bullying;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy by monitoring:
  - the number of recorded incidents in an academic year;
  - the types of bullying that occur in an academic year;
  - how swiftly incidents of bullying are dealt with
- report termly the number of incidents of bullying

Pastoral staff – Secondary: Key Stage Leaders, Heads of Year and Form staff,

Primary: SLT, Class Teacher:

- investigate all reported incidents of bullying;
- ensure that all pupils understand that bullying is wrong;
- ensure that all parents are aware of this policy and that we do not tolerate bullying;
- keep records of all incidents of bullying;
- use records of incidents effectively to track pupils through school;
- support any pupil who has been bullied;
- encourage any bully to change their behaviour;
- impose sanctions on any pupil who continues to bully;
- Use a multi-agency approach to support pupils who experience bullying;
- ensure effective supervision is in place between lessons, break times and lunchtimes;

School Staff will:

- comply with this policy;
- be aware of all other linked policies;
- be aware of the signs of bullying in order to prevent bullying taking place;
- report all incidents of bullying to relevant pastoral staff but also to Executive Headteacher / Headteacher;
- investigate all reported incidents of bullying;
- take all forms of bullying seriously;
- make sure that all pupils know what to do if they are bullied;

- encourage pupils to report any incidents of bullying to any member of the school staff;
- support any pupil who has been bullied;
- raise awareness of the wrongs of bullying through PSICHE
- use preventative strategies such as buddy systems;
- undertake the appropriate training;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- report any concerns they have on any aspect of the school community

Pupils must:

- report if they are being bullied;
- report if they see someone being bullied;
- discuss ways of preventing bullying through PSICHE
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;
- treat others, their work and equipment with respect;
- talk to others without shouting and will use language which is neither abusive nor offensive.

Parents must:

- be aware of and support this policy;
- report to the school any concerns they have of their child being bullied;
- be assured that the school will deal with all incidents of bullying;
- be assured that they will be informed of incidents and will be involved in discussions

## Prevention

The school will clearly communicate a whole-school commitment to addressing bullying and have a clear set of values and standards which will be regularly promoted across the whole school.

All members of the school will be made aware of this policy and their responsibilities in relation to it.

All staff members will receive training on identifying and dealing with the different types of bullying.

All types of bullying will be discussed as part of the PHSE curriculum, in line with the school policy.

The curriculum will explore and discuss issues at age-appropriate stages such as:

- healthy and respectful relationships;
- boundaries and consent;
- stereotyping, prejudice and equality;
- body confidence and self-esteem;
- how to recognise abusive relationships and coercive control;
- harmful sexual behaviour, the concepts involved and why they are always unacceptable, and the laws relating to it.

Staff will encourage pupil cooperation and the development of interpersonal skills using group and pair work.

Diversity, difference and respect for others will be promoted and celebrated through various lessons.

Opportunities to extend friendship groups and interactive skills will be provided through participation in special events, e.g. drama productions, sporting activities, cultural groups, house activities.

Seating plans will be organised and altered in a way that prevents instances of bullying. Potential victims of bullying will be placed in working groups with other pupils who do not abuse or take advantage of others.

A safe place, supervised by a teacher, will be available for pupils to go to during free time if they feel threatened or wish to be alone. The teacher supervising the area will speak to pupils to find out the cause of any problems and, ultimately, stop any form of bullying taking place.

Staff will also offer an 'open door' policy allowing pupils to discuss any bullying, whether they are victims or have witnessed an incident.

The school will be alert to, and address, any mental health and wellbeing issues amongst pupils, as these can be a cause, or a result, of bullying behaviour.

The school will ensure potential perpetrators are given support as required, so their educational, emotional and social development is not negatively influenced by outside factors, e.g. mental health issues.

### **Keeping records of incidents**

- Records will be kept in a uniform and systematic way following the school system: iSams, ScholarPack, Arbor or equivalent school system and MyConcerns or CPOMs.
- All reported incidents of bullying are investigated, dealt with and recorded.
- Records will be kept of all incidents as well as specific types of bullying and their outcomes.
- All incidents are categorised according to the protected characteristics which gives a clear picture of patterns of behaviour over each term / academic year.
- Records of incidents will be used to effectively track pupils through school;
- Parents are informed of all events and what actions have been taken.

### **Monitoring the effectiveness of the Policy**

The practical application of this policy will be reviewed annually by the Executive Headteacher / Headteacher alongside the CEO.