



Anti-Bullying Policy

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At Lever Park, we holistically look to educate all our pupils to ensure that our ethos of unconditional positive regard and our mantra of Ready, Respectful and Safe are both actively promoted and interwoven into everything we do; on a day to day basis. With this taken into consideration, the overall aim of this policy is to ensure that we safeguard and promote the welfare of the children within our academy and provide our students and staff with a safe and secure environment in which they can learn and achieve success.

Whilst we recognise that there is always potential that bullying could take place, this policy outlines the measures that we are taking to promote strategies for preventing it and our responses for dealing with it if it occurs.

Aims:

- To provide safe and secure environments for all our students and staff
- To encourage respect for the individual at all times, celebrating the differences between us
- To prevent all forms of prejudiced-based bullying, including homophobia and transphobia

Definition

Bullying is the exercise of power by one person over another involving repeated deliberate, threatening, or hurtful behaviour of a physical, verbal or emotional nature. Bullying can include the following:

- being called names
- being teased
- being pushed or pulled about
- being hit or attacked
- having your bag and other possessions taken and thrown around
- having rumours spread about you
- being ignored and left out or being given dirty looks every time you walk past
- being forced to hand over money or possessions
- being attacked or teased or called names because of your gender
- being attacked or teased or called names because of your religion or colour
- being attacked or teased or called names because of your sexuality
- being bullied online (Cyber/ Digital Bullying) - The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber bullying is a different form of bullying which can happen 24/7, with a potentially bigger audience, and more accessories as people forward on content at a click. For more information on how to respond to cyber bullying and how pupils can keep themselves safe, please refer to the Childnet International and Beatbullying as useful sources of additional help for pupils and parents www.childnet.com www.bullying.co.uk

Positive Action

Raising awareness of bullying is included in our work with pupils through:

- curriculum work in the classroom
- form time in the classroom
- one to one talking and key working with a student or group of students either by staff members, counsellors

- dealing with situations as and when they occur
- promotional materials in key areas of the school in the form of posters/display/leaflets
- via pupil voice exercises and pupil questionnaires
- Raise awareness through elements of the PSHE curriculum

All opportunities will be used as and when it is appropriate. Good practice in classroom and curriculum organisation and delivery reduces bullying opportunities and motivation

For example, in the classroom, consideration is given to:

- room layout
- availability of resources
- explicit use of the Behaviour Policy
- student involvement and management of individual classroom rules and routines
- use of rewards and consequences
- developing our students' self-image so they feel confident to speak up for themselves.
- monitoring and stopping inappropriate behaviour
- flexible learning practices
- group work

Out of the classroom, consideration is given to:

- positive promotion of our Code of Conduct through the Behaviour Policy to encourage all to respect themselves as well as others
- supervision of all areas, including toilets, particularly during break times helping to minimise bullying opportunities
- adults and elder students as role models
- use and profile of sanctions in the Academies
- Policy and practice in relation to gender, race, citizenship, special educational needs, disabilities, religion and sexual orientation.

Signs and symptoms of bullying

A child/young person may indicate by signs or behaviour that he or she is being bullied. Staff should be aware of these possible signs and 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 to truant.
- 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 schoolwork.
- Comes home with clothes torn or books damaged.

- Has possessions that are damaged or “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.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a cyber-message is received.

Because of the high levels of supervision within the unit, bullying is unlikely to go unnoticed by staff. Bullying which occurs in other areas, if reported to staff will be dealt with.

Procedures for dealing with bullying

General procedures for dealing with bullying will follow these principles:

1. Adults are available
Staff ensure that students know they are ready to listen and are ready to provide immediate support. They remain calm and make it clear that the incident will be investigated.
2. Incidents are investigated
Every incident is investigated as soon as possible. All those involved are interviewed and individually to avoid intimidation and to produce an accurate report. All incidents are reported to the senior management team.
3. Records are kept
Records and incidents of bullying will be kept by the senior management team in each Academy and report on a termly basis through Local Governing Body meetings.
4. There is a response:
 - a) Staff will emphasise that the student is right to tell an adult in school if they are having a problem with another student.
 - b) To the person being bullied. This person (or persons) will be assured that the situation is being dealt with. They will also be given strategies to help deal with the situation.
 - c) To the person doing the bullying. This person (or persons) will be spoken to with consequences related to the severity of the incident. Parents will be involved if appropriate strategies to help the student not to do it again will be put in place and followed up by the senior management team.
5. Review and follow up will be carried out as appropriate to the situation
All concerned are made aware of and helped to deal with the causes of bullying as well as the consequences of bullying. There is always a reason behind why a person bullies and part of dealing with an incident must be helping a person to realise why they do it and then helping them to stop doing it, as well as supporting the victim. Some of this work may be carried out by trained peer mentors as well as by staff through Restorative Practices

Parental/ Carer involvement

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.

Where a pupils is involved in bullying others outside school, i.e. in the street or through the use of internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example, restricting/monitoring their use of the internet or mobile phone

Referral of the family to external support agencies will be made where appropriate.

Legal/ National requirements

Consider:

- Human Rights Act 1998
- Special Educational Needs and Disability Act 2001
- Education Act 2002 (Section 78) • Education and Inspectors Act 2006 (Section 38 (1))
- Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011

What does the law say and what do I have to do?

Every school must have measures in place to prevent all forms of bullying. The Education and Inspections Act 2006 Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

Independent School Standard Regulations 2010

The Independent School Standards Regulations 2010 provide that the proprietor of an Academy or other independent school is required to ensure that an effective anti-bullying strategy is drawn up and implemented.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Maintained schools and Academies are required to comply with the new Equality Duty. Part 6 of the Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. In England and Wales Part 6 of the Act applies to maintained schools and Academies and to other independent schools.

Safeguarding children and young people

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The teacher in charge should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed. In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

Relationship to other school policies

This policy is closely linked to the following policies:-

- Behaviour and Rewards Policy
- Safeguarding and Child Protection Policy