



Inspire Academy

Anti-Bullying Policy

LAST REVIEW NEXT	January 2024	REVIEW PERIOD	Annually
NEXT REVIEW DATE	January 2025	TYPE OF POLICY	Non-Statutory

This policy has been reviewed and ratified by the Academy Council.

Date of ratification: 24th January 2024

Signature: 

Print name: Mr Michael Gray – Chair of Academy Council

Statement of Intent

Inspire Academy Anti-Bullying policy works alongside our Behaviour for Learning policy (with support for the victim and the bully) and makes it clear what the sanctions are for bullying. We are committed to providing a caring, friendly and safe learning environment where all pupils feel safe and respected. Bullying of any kind is unacceptable, including child on child abuse. If bullying does occur, everyone in our community is required to report it. All incidents will be fully investigated and dealt with promptly and effectively. All pupils are made aware of what to do if they are being bullied and posters are displayed throughout the school. It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2023.

Introduction

What is bullying and how can it affect young people?

Bullying can be defined as, ‘behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally’.

Bullying can take many forms such as, verbal, physical or psychological, either face-to-face or through other mediums, such as cyber bullying via text messages, social media or gaming and can include the use of images or video. The ‘target’ is discriminated against for being different – that is in race, gender, beliefs, sexuality, including homophobia, ability/disability or physical appearance. The target might just be chosen at random or out of a personal dislike, or simply jealousy.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or not wanting to come to Inspire Academy. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

At Inspire Academy everybody (pupils, staff and the wider community) has the right to be treated with respect, and feel safe.

Warning signs of being bullied:



(www.antibullyingblog.blogspot.co.uk, 2013)

Relational Conflict vs Bullying

Understanding the key differences between relational conflict and bullying are important when addressing any incident that has been reported.

Relational conflict is generally an argument or falling out between friends, in which all parties involved share equal power in the incident.

Bullying is a deliberate attempt to harm another person, physically, verbally or through any other means including cyber bullying and is an imbalance of power.

Relational conflict	vs	Bullying
Equal power		Imbalance of power
Happens occasionally		Repeated negative action
Accidental		Deliberate

Additional characteristics:

Remorseful	No remorse
Effort to solve problem	No effort to solve problem

From East Sussex ‘Working Together’ Toolkit 2010

Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying (child-on-child abuse) is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to benefit fully from the opportunities available at school. We endeavor to make all members of our Academy community feel, valued and respected and have positive feelings about themselves and the Academy.

Process and Procedure

The School

Academy Council members, the Head of Academy, Teaching and non-Teaching staff, pupils and parents/carers should have an understanding of what bullying is and understand and implement the Academy’s anti-bullying policy. We take bullying very seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will always be confronted. We will provide support for pupils who are accused of bullying as they may be experiencing problems of their own. We will also reduce and eradicate wherever possible, instances in which pupils are subject to any form of bullying.

Where there is ‘reasonable cause’ to suspect that a child is suffering or is likely to suffer ‘significant harm’ a bullying incident should be addressed as a child protection concern under the Children Act 1989. Also, staff should discuss this with the School’s Designated Safeguarding Lead and where necessary, their concerns will then be reported to the local authority children’s social care. However, external support can be given to pupils whether or not it is deemed a child protection concern.

A bullying incident is treated as a child protection concern even where safeguarding is not considered to be an issue. Our Academy works alongside a range of external services to support the pupil who is experiencing bullying or to tackle any underlying issues which has contributed to a child engaged in bullying. Where this is the case, the school reports its concerns to The Medway Children's Social Care (CSC) and the Multi Agency Safeguarding Hub (MASH) for Children at Risk and Children in Need / Early Help / Intervention and Assessment Services, whose contact details are: Office Hours Telephone: 01634 334466. Out of Hours Team Telephone (5.30pm to 9.00am and weekends): 03000 419191

Statutory Duty of Schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Procedures are now set down for reporting, recording and dealing with incidents of bullying:

- Pupils or their parents/carers should feel able to report a bullying incident to any member of staff.
- Staff are to complete a Sleuth report, writing a clear account of what happened. This is then referred to the Welfare Manager.
- Senior Leaders will discuss the incident(s) with relevant staff at the daily behaviour meeting, before making an informed decision as to the relevant actions, following procedural guidelines as set out in this policy.
- Staff will be kept informed and if the bullying persists the Senior Leadership Team will support.
- Parents/carers will be kept informed of actions, intervention strategies and consequences.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Pupils

Inspire Academy will ensure the following process is followed for pupils who have bullied others and their victims:

Tier 1 bullying:

- Incident logged and pupil reminded of policy
- An opportunity to discuss why he/she became involved and what needs to change
- Restoration of relationship with the victim – carefully supervised
- Parents/carers informed of this incident and what the next tier will be should it continue.

Tier 2 bullying:

- As above
- Possible internal / external fixed term exclusion
- Parents/carers meeting

Tier 3 bullying:

- Parents/carers sent an **anti-bullying letter** for offender and victim.
- Parent/carer invited in to a supportive meeting with SLT and possibly the police if deemed necessary.
- Possible internal / fixed term exclusion

Tier 4 – Persistent offenders:

- Police involvement – this could be in the form of a discussion, warning or possible record.
- May have a Modified Learning Plan (MLP), longer fixed term or permanent exclusion.
- Other outside agencies may be involved as appropriate
- Interventions planned to enable pupils to recognise what bullying is and to develop strategies to overcome it.

Pupils who have been bullied may be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassurance
- Restoration of relationship with the bully
- Follow up checks with the pupil regarding their wellbeing and providing continuous support
- Whole School/Class work around the issue (PSHE and Assemblies)

Pupils who have been responsible for bullying may be supported by:

- Being offered an immediate opportunity to discuss the incident with a member of staff
- Re-establishing respectful and expected behaviours with the support of the young person's family and professional support network and agreed sanctions
- Restoration of relationship with the victim
- Follow up checks with the pupil regarding their wellbeing and providing continuous support
- Whole School/Class work around the issue (PSHE and Assemblies)

Within the curriculum the Academy will raise the awareness of the nature of bullying through PSHE lessons, Pupil Parliament meetings, and assemblies and through the use of external support provisions and subject areas, in an attempt to eradicate such behaviour.

The Academy has well established links with outside agencies, which includes links with the local police, whom we may contact for advice and support where necessary, especially as part Inspire Academy's bullying process.

Key staff are trained in restorative justice and counselling to ensure they deal with incidents as effectively as possible.

Monitoring, evaluation and review

The policy will be promoted and implemented throughout the Academy. The Academy will review this policy annually and assess its implementation and effectiveness.

Tier 3 bullying letter

Dear

I regret to inform you that has now reached **Tier 3** of our anti-bullying policy.

Bullying is taken seriously at Inspire Academy as it is our responsibility to ensure that all pupils feel safe in school. 's behaviour has undermined this.

Our Academy Police Officer will now be involved to support, so I would like to invite you in for this meeting at a mutually convenient time for all to address this issue. I am concerned that if we do not address this as a matter of urgency, it could escalate, leading to a more serious consequence.

Please get in contact with us on: 01634 827372 as soon as possible. If we do not hear from you, we will be in touch to support you with arranging a meeting.

Thank you once again for your support in this matter.

Yours sincerely,

[e-signature here]

Mr S Griffiths
Interim Headteacher