



Inspire Academy

Anti-Bullying Policy

LAST REVIEW NEXT	January 2025	REVIEW PERIOD	Annually
NEXT REVIEW DATE	January 2026	TYPE OF POLICY	Non-Statutory

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

Date of ratification: 22 January 2025

Signature:

Print name: Eleni Kyriazi – 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 consequences are for bullying. We are committed to providing a caring, friendly and safe learning environment where all pupils feel safe and respected. As a school we recognise the impact of Adverse Childhood Experiences (ACEs) on our pupils and the impact that bullying can have on a pupil's wellbeing. We also recognise that negative relationships with peers can affect a pupil's recovery from ACEs. Bullying of any kind is unacceptable, including child on child abuse. Our staff team are trained to recognise the signs of bullying and are required to report any incidents immediately and consequence any observed targeted behaviour.

Definitions

Bullying (The Anti-Bullying Alliance [Our definition of bullying](#))

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online."

Child on Child Abuse (KCSIE 2024, [Keeping children safe in education 2024: part one](#))

All staff should be aware that children can abuse other children (often referred to as child-on-child abuse), and that it can happen both inside and outside of school or college and online.

Cyber Bullying ([What Is Cyberbullying | StopBullying.gov](#))

Cyberbullying is bullying that takes place over digital devices like cell phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behaviour.

The most common places where cyberbullying occurs are:

- Social Media, such as Facebook, Instagram, Snapchat, and Tik Tok
- Text messaging and messaging apps on mobile or tablet devices
- Instant messaging, direct messaging, and online chatting over the internet
- Online forums, chat rooms, and message boards, such as Reddit
- Email
- Online gaming communities

Introduction

At Inspire Academy, everybody (pupils, staff and the wider community) has the right to be treated with respect, and feel safe. We recognise that bullying can have a detrimental impact on a person's wellbeing and our staff team have a shared understanding of what constitutes bullying and the impact it can have on an individual.

What is bullying?

Bullying is repetitive in nature and causes intentional harm. It can be carried out by an individual or a group and it can take many forms such as:

- Physical – pushing, poking, kicking, hitting, biting, pinching, etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films, etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

(Anti Bullying Alliance, [Our definition of bullying](#))

All pupils can be at risk of bullying and those who are seen as different in some way can be at a greater risk. The 'victim' may be discriminated against for being different. This might be because of their race, ethnic background, gender, sexual orientation or disability. Pupils can also be bullied because they appear anxious or have low self-esteem; lack assertiveness; or are shy or introverted. They may also be bullied for being popular or successful, reasons of jealousy or because of home life or family circumstances. NSPCC ([Helping Children Deal with Bullying & Cyberbullying | NSPCC](#))

How can bullying affect young people?

Bullying can cause both short-term and long-term impacts on a young person. The Anti-Bullying Alliance summarises these as listed below.

Short-term impact

Children and young people who have experienced bullying are more likely to:

- Face barriers to learning
- Miss school (Natcen research below found that at any one time over 16,000 young people aged 11-15 are missing education primarily due to bullying)
- Be excluded (LSYPE research below found that children that were bullied daily were 3 times more likely to be excluded from school than those that were not bullied)
- Retaliate
- Place strain on families/carers
- Self-harm and experience depression
- Have impaired wellbeing

Long-term impact

King's College London research from 2015 shows the substantial long-term effect of being bullied (especially if they fall into a 'frequently bullied' category) where people were more likely to:

- experience a range of mental health issues as an adult including suicide ideation
- earn less money
- not be in employment, education or training into adulthood
- be obese (particularly in women)
- not gain qualifications
- not be in stable relationships

Other research shows people who were bullied as children are more likely to:

- commit or be a victim of domestic violence
- be homeless

(Anti Bullying Alliance, [The impact of bullying](#))

Warning signs of being bullied:

Whilst not all children will display signs that they are being bullied, changes in a child can be a warning sign that they are experiencing bullying.

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or Jewellery
- Frequent headaches or stomach aches, [feeling sick or faking illness](#)
- Changes in eating habits, like suddenly skipping meals or binge eating. Kids may come home from school hungry because they did not eat lunch
- Difficulty sleeping or frequent nightmares
- Declining grades, loss of interest in schoolwork, or not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self esteem
- Self-destructive behaviors such as running away from home, harming themselves, or talking about suicide

([Warning Signs for Bullying | StopBullying.gov](#))

Warning Signs that a child is bullying others:

As well as being proactive in recognising the signs that a child is being bullied, it is also important to recognise the signs that a child is bullying others. Signs of this behaviour can include:

- Get into physical or verbal fights
- Have friends who bully others
- Are increasingly aggressive
- Get sent to the principal's office or to detention frequently
- Have unexplained extra money or new belongings
- Blame others for their problems
- Don't accept responsibility for their actions
- Are competitive and worry about their reputation or popularity

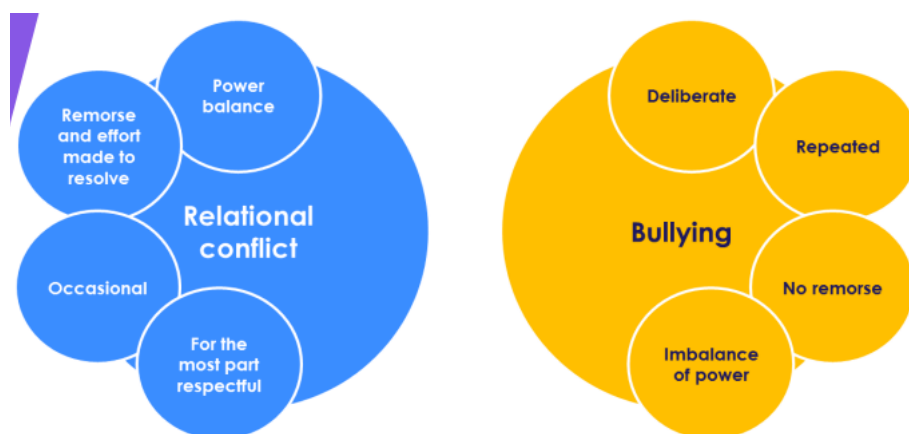
([Warning Signs for Bullying | StopBullying.gov](#))

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. This is, unfortunately, a normal part of forming relationships. At Inspire Academy, we ensure all these incidents are dealt with through our Behaviour for Learning policy and we support our pupils in restoring their relationships.

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.



From The Anti Bullying Alliance [Bullying Prevention Tool .pdf](#)

At Inspire Academy, all incidents in which a pupil is the target are reported. These are only deemed as bullying if they meet the criteria as outlined by the anti-bullying alliance. This means they must be:

- hurtful
- repetitive
- involve a power imbalance
- intentional

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 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

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.

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

Procedures 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.
- Pupils or parents can report bullying incidents through the school website using the red bullying button
- Any behaviour incident in which there is a target must be reported on Sleuth (our behaviour reporting tool) by the member of staff who witnessed the incident. Within this report they must identify the "victim" and state the consequence the perpetrator received for the targeted behaviour. These reports are referred to the behaviour & inclusion team.
- Staff responsible for behaviour and welfare will meet weekly to review Sleuth reports in which a victim is reported and identify any individuals who are meeting criteria for interventions according to the bullying tiers outlined below.
- Incidents in which a pupil has been targeted will be discussed at the daily behaviour debrief with all staff.
- Staff will be informed of pupils who have reached threshold for bullying tiers (as outlined below) by the behaviour team in daily behaviour debriefs and following the weekly bullying meeting. Staff will be kept informed and if the bullying persists the Senior Leadership Team will support.

- Parents/carers will be kept informed of actions (as outlined below), 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. All incidents are treated on a case-by-case basis and the strategies put in place will reflect the individual incidents and the needs of both the perpetrator and victim.

N.B. The term perpetrator is used to refer to the pupil who's behaviour/actions has targeted another pupil. The term victim is used to refer to the pupil who has been the target of another pupil's behaviour/actions.

Stage: Immediate
Criteria: Any incident in which there is a pupil which a target of another pupil's actions
Actions: <ul style="list-style-type: none"> • Staff witness to log incident on Sleuth and identify the pupil who was a victim or pupil/parent to report an incident of bullying through the red button on the website • Staff to be informed of incident at daily debrief led by behaviour leads • Consequence to be put in place for perpetrator in line with behaviour policy (possible consequences: social debit, detention, points dropped on daysheet, contact home) • Restorative Justice conversation to be facilitated between victim and perpetrator (supported by a member of staff)

Stage: Tier 1
Criteria: Repetitive incidents of behaviour targeted towards an individual or individual(s)
Actions: <ul style="list-style-type: none"> • Tier 1 bullying letter to be sent to perpetrator's parents • Staff informed at daily debrief of pupil reaching tier 1 and that their behaviour towards other pupils is now being monitored • Form tutor to discuss behaviours in which there is a victim with pupil perpetrator • Support for victim(s) offered (identification of trusted adult, referral for interventions from the interventions team) • N.B. Behaviour consequences for individual incidents will have been put in place as per "immediate stage"

Stage: Tier 2
Criteria: A pupil who has previously hit the criteria for tier 1 but has continued to target another pupil or pupils.
Actions: <ul style="list-style-type: none"> • Tier 2 bullying letter to be sent to perpetrator's parents. • Perpetrator to have a meeting with senior behaviour leads. • Staff informed at daily debrief of pupil reaching tier 2 and perpetrator's behaviour will continue to be monitored.

- Other possible actions to support perpetrator/victim:
 - Parent meeting supported by senior behaviour leads
 - Change in class group for perpetrator/victim
 - Restriction of social time activities to prevent further incidents
 - Support from Academy Police Team

Stage: Tier 3

Criteria: A pupil who has previously hit the criteria for tier 2 but has continued to target another pupil or pupils.

Actions:

- Tier 3 bullying letter from to be sent to perpetrator's parents from headteacher.
- Perpetrator and parents to meet with headteacher.
- Perpetrator to meet with Academy Police Team and senior behaviour leads in school.
- Staff informed at daily debrief of pupil reaching tier 3 and perpetrator's behaviour will continue to be monitored.
- External agencies to be informed (if perpetrator/victim is in receipt of support from any services)
- Other possible actions to support perpetrator/victim:
 - Change in class group for perpetrator/victim
 - Restriction of social time activities to prevent further incidents

Stage: Tier 4

Criteria: A pupil who has previously hit the criteria for tier 3 but has continued to target another pupil or pupils.

Actions:

- Fixed term suspension for bullying
- Return to school meeting with headteacher
- Monitoring of behaviour supported by Academy Police Team
- External agencies to be informed (if perpetrator/victim is in receipt of support from any services)
- Other possible actions to support perpetrator/victim:
 - Change in class group for perpetrator/victim
 - Restriction of social time activities to prevent further incidents

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 from form tutor/behaviour team/welfare team
- 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.

Appendices

Tier 1 Bullying Letter

Date

Dear

Re: Bullying

In line with our bullying policy, I am writing to inform you that (Pupils name) has reached tier 1 on our anti-bullying procedures. This is due to multiple targetted incidents against one/several pupil(s). These incidents occurred on (dates of incidents). Bullying is taken seriously at Inspire Academy as it is our responsibility to ensure that all pupils feel safe in school. (Pupils name) behaviour has undermined this.

A consequence for these incidents has been issued in school in line with our behaviour policy and due to their repetitive nature, (pupils name) has now reached the threshold for our tier 1 bullying procedures. (pupil name) has had restorative conversations with the other pupil(s) involved and informed that their behaviour towards other pupils will be monitored. We keep a record of all targeted behaviour and any further incidents will result in (pupils name) reaching the criteria for our tier 2 bullying procedures. As a result we may request a parent meeting to discuss the incidents.

I would be grateful if you would talk to (pupils name) regarding this unacceptable behaviour.

If you have any queries, please do not hesitate to contact me.

Yours sincerely

Mrs S McNicoll
Associate SLT for Behaviour & Inclusion

Tier 2 Bullying Letter

Date

Dear

Re: Bullying

I regret to inform you that (pupil's name) has been involved in a further incident of targeted behaviour against another pupil. This incident happened on (date of incident). Bullying is taken seriously at Inspire Academy as it is our responsibility to ensure that all pupils feel safe in school. (pupil's name) behaviour has continued to undermine this.

In line with our bullying policy (pupil's name) has now reached our tier 2 threshold. As a result (pupil's name), will now require a meeting with our behaviour team about their conduct.

We keep a record of all bullying incidents and I am disappointed that this is the second time I have written to you with regard to (pupil's name) conduct. I would be grateful if you would talk to (pupil's name) regarding this unacceptable behaviour and explain that another incident will result in them reaching the criteria for our tier 3 threshold. This will require a meeting with our Academy police team.

If you have any queries please do not hesitate to contact me.

Yours sincerely

Mrs S McNicoll
Associate SLT for Behaviour & Inclusion

Tier 3 Bullying Letter

Date

Dear

Re: Bullying

I regret to inform you that (pupil's name) has been involved in another bullying incident. This incident happened on (date of incident). Bullying is taken seriously at Inspire Academy as it is our responsibility to ensure that all pupils feel safe in school. (pupil's name) behaviour has continued to undermine this.

We keep a record of all bullying incidents and I am disappointed that this is the third time I have written to you with regard to (pupil's name) conduct. In line with our bullying policy (pupil's name) has now reached threshold for our tier 3 bullying procedures. As a result (pupil's name) will require another meeting with our Academy Police team.

Any further incidents will result in (pupils name) reaching tier 4 on our bullying procedures would could result in possible suspension. I need to meet with you as a matter of urgency in order to discuss (pupil's name) behaviour as s/he may now be at risk of suspension due to the number of bullying incidents and/or we may need to look at other strategies to support him/her going forward. Please ring 01634 827372 to arrange a mutually convenient time.

Thank you once again for your support in this matter.

Yours sincerely

Mr M O'Donnell
Headteacher