



ANTI- BULLYING POLICY

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ANTI-BULLYING POLICY

Rationale

At Linden Road Academy, we are aware that students may be bullied at any time both within and outside of school, we recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our students; and expect all staff, volunteers and students to share this commitment.

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

In line with the Equality Act 2010 it is essential that the academy:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advances equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Fosters good relations between people who share a protected characteristic and people who do not share it.

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 pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns immediately using the Safeguarding and Child Protection Policy.

Our Mission Statement.

"At Linden Road our ethos is one of high expectations and mutual respect, where each pupil knows they are valued and well cared for. We believe that every child is an individual who can grow and excel; inclusion and equality are the heartwood of all we do."

Definition of Bullying

Bullying of any sort creates a barrier to achieving maximum potential and also prevents equality of opportunity. We believe it is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

'Bullying is 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 (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.'

DfE October 2014

Bullying off the school premises.

Where we feel appropriate and reasonable we will exercise the right to sanction students who are involved in bullying off the school premises for example on their journey to school and in the local area. The Principal will consider whether it is necessary to inform the police or the local authority anti-social behaviour co-ordinator.

Types of Bullying

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

Racist Bullying

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome, marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

Homophobic Bullying

This occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.

Vulnerable Groups

We recognise that some groups of students may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals

- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian or bisexual

As stated in the statutory guidance document Keeping Children Safe in Education (July 2021), Peer on Peer abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying);
- abuse in intimate personal relationships between peers;
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse);
- sexual violence;
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse;
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party;
- consensual and non-consensual sharing of nude and semi-nude images and/or videos¹³ (also known as sexting or youth produced sexual imagery);
- upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm; and
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

Bullying isn't

The incidents on this list are NOT considered bullying unless it happens repeatedly, all the behaviours below are unpleasant and will be addressed through our Behaviour Policy, but they are not to be treated as bullying:

1. Not liking someone
2. Not playing with someone
3. Accidentally bumping into someone
4. Looking at someone in the 'wrong way'
5. Making other students do things a certain way
6. A single act of telling a joke about someone
7. Arguments
8. Taking sides
9. Calling someone a mean name

10. Falling out with friends
11. Expression of unpleasant thoughts or feelings regarding others e.g. "I think this was not a nice gesture" or "You insulted me when you said this", this is NOT bullying but an expression of thoughts and feelings
12. Isolated acts of harassment, aggressive behaviour, intimidation or meanness

Bullying is the conscious, repeated, hostile, aggressive behaviour of an individual, or a group abusing their position with the intention to harm others or gain real or perceived power.

In this policy we aim:

- to stop bullying behaviour
- to re-educate attitudes and behaviour for the future
- to reconcile students involved if possible

This policy is an integral part of our Behaviour Policy.

Policy into Practice

At Linden Road we aim to be proactive rather than reactive we use the curriculum where possible to reinforce the ethos of the school, teach student kind and tolerant behaviour and help students before they develop feelings that may lead to bullying -type behaviour. The school policy will be communicated to everyone;

- Through assemblies
- Through PSHE lessons
- In class activities

- Through posters round school
- The website and twitter
- Via newsletters to parents/carers
- Through role play and drama techniques
- Internet Safety Week/ Computing curriculum
- Praise for kindness
- Topic lessons
- Reflection week
- Participation in Anti-BullyingWeek
- The Student Leadership Team
- Via all members of the school staff acting as role models in accordance with our Code of Conduct for Adults.

Roles and responsibilities

Staff will ensure that the students are clear about the definition 'Bullying'– that they know the difference between Bullying and simply 'falling out'. All reported incidents of Bullying will be taken seriously and investigated by staff members and where necessary the Principal.

Teachers, support staff and welfare assistants should remain vigilant and be aware of the signs that a child may be a victim of bullying—for example if;

- They become reluctant to come into school or play out
- They stop eating or begin to overeat.
- They are often alone.
- There are unexplained injuries or injuries for which the explanation does not match
- There is a change from their normal behaviour
- They become withdrawn or aggressive

As soon as staff at school are aware of a bullying problem, they will deal with it as soon as possible and stop it becoming a crisis.

Adults will;

- listen and discuss the bullying incident with the victim to determine the extent of the problem.
- listen and discuss the incident with the suspected bully.
- speak with witnesses
- record all discussions on CPOMS

Support staff and welfare assistants must tell their line manager about 'suspected' bullying, these line managers include:

- Child's class teacher
- Senior leaders
- Vice Principal
- Principal
- Pastoral Manager
- Care club manager

Class teachers will remind the 'suspected' bully of the School Code of Conduct and also warn them of the consequences of any repetition. All actions will be recorded on CPOMS.

At this stage the parents will be informed by the Principal/ VicePrincipal. In order to ensure effective monitoring and to facilitate co-ordinated action, all incidents of 'suspected' and 'proven' bullying should be reported to the Principal/Vice Principal. If bullying includes racist abuse then it must be recorded on the Racist Incident Form and CPOMS.

The Role of Parents/Carers

If parents suspect their child is being allegedly bullied they should:

- remain calm and listen to their child
- let their child know that it is right to tell someone
- believe their child but be open-minded in case there has been a misunderstanding
- contact the Class teacher as soon as possible
- reinforce the message that fighting back is not the answer
- let their child know that they will work with school to stop the bullying

Parents of bullies and their victims will be informed of bullying incidents and the action that has taken place. They will be also asked to support strategies that are proposed in order to support their child.

The Role of Students

Students are encouraged to report all incidents of bullying immediately - to understand that 'a bully is only a bully if he or she is allowed to get away with it'.

If an individual or a group of individuals are continually hurting, upsetting or frightening a student or others, student are encouraged to stop this by:

- Being honest
- Telling a member of staff immediately
- If you don't feel able to tell your teacher, confide in a friend or friends immediately
- If you have been told about someone being bullied tell a member of staff immediately
- Tell parents or a family member immediately who can then inform staff
- Put a note in the 'Worry Monster' located in the Learning Zone. The Pastoral Manager has the responsibility of ensuring the appropriate action is taken.

Related policies and documents:

- Behaviour Policy 2021
- Inclusion Policy
- ICT Policy including E-Safety Policy 2020
- Code of Conduct for Adults
- DfE Preventing and Tackling Bullying July 2017
- Keeping Children Safe in Education July 2021

