



ANTI-BULLYING PROCEDURE

Policy:	Anti-Bullying Procedure
Reviewers:	Executive Team/Principal
Approved by:	Executive Team
Date:	January 2024
Review cycle:	2 Years

VERSION CONTROL		
DATE	AUTHOR	CHANGES
June 2021	David Broomhead	Keeping Children Safe in Education updated to 2020. Reference to 'Deep Support' replace with Student Support. Policy amended to procedure and reviewer updated to executive group.
January 2024	Carl Bennett	Keeping Children Safe in Education updated to 2023. Some formatting issues resolved. Pupil replaced with student. Student Support replaced with Student Values. Exclusion replaced with suspension. Section 5 Updated sanctions and reference to counselling.

Our vision is to create a distinctively Christian and values driven environment that provides the best start to the 70 or more great years our students should enjoy when they leave our school. Our students should have the opportunity to live life in all its fullness and be good citizens wherever they may be.

1. Principles

The Samworth Church Academy is committed to providing a caring, friendly and safe environment for all of our students. This commitment is underpinned by our Christian values, in particular the values of forgiveness and respect.' These values are founded on Christian teaching: 'if you forgive others...your heavenly Father will also forgive you' and 'Do to others as you would have them do to you'. Through the implementation of this policy we will seek to enable every student to experience life in all its fullness during their time at the academy and so they can learn in a positive and secure environment. Bullying of any kind is unacceptable in the Academy. If bullying does occur, all students should be able to inform staff and be confident that incidents will be dealt with promptly and effectively.

2. What is bullying?

Bullying is a "wilful, conscious desire to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim". Persistent and prolonged bothering could lead to bullying.

Bullying can be defined as deliberately hurtful behaviour, repeated over a period of time, or by numerous people, where it is difficult for those being bullied to defend themselves.

Bullying can be:

Physical harm	Pushing, kicking, punching, pinching, any form of violence
Verbal abuse	Name-calling, sarcasm, spreading rumours, persistent teasing
Cyber bullying	Sending harmful or cruel text or images using any area of the internet or mobile phones
Emotional abuse	Tormenting, making fun of someone, humiliation, isolation by groups of students from groups or activities, destroying or spoiling work, dirty looks, spreading rumours, demanding money
Homophobic abuse	Unwanted physical contact, abusive comments, particularly related to sexuality
Sexual abuse	Unwanted physical contact, abusive comments, particularly of an inappropriate sexual nature
Racist abuse	Racial taunts or 'jokes' 'graffiti', gestures, making fun of customs, music, accents. Refusing to work with someone of a different cultural background

3. Cyber Bullying

The Samworth Church Academy believes that everyone in the school community has the right to learn and to teach in a healthy and caring environment, without fear of being bullied.

ICT plays an increasingly large and important part in the school curriculum. We understand that in the wider community, students can, and do, access all types of material online and use technology for social networking. It is therefore important to acknowledge that sometimes, these technologies are used for unpleasant purposes. We accept that there are unfortunate misuses of this technology and we aim to address any breaches of this nature. We recognise the existence of cyber bullying and the severity of the issue.

We are committed to:

- Educating students, staff and parents about cyber bullying and its consequences.
- Providing a productive and safe learning environment.
- Providing a robust policy to prevent and, if necessary, deal with cyber bullying, should it arise in school or within the school community.
- Developing and improving the policies and procedures around cyber bullying through regular evaluation and review.
- Providing a strong anti-bullying policy and acting upon it where bullying arises.
- The policy has due regard to the following legislation, including, but not limited to:
 - The Communications Act 2003
 - The Protection from Harassment Act 1997

The policy has due regard to the following guidance, including, but not limited to:

- DfE (2023), 'Keeping children safe in education'
- DfE (2017) 'Preventing and tackling bullying'
- C of E Education office report 'Valuing All God's Children'

4. Practice

- The reporting member of staff will log the appropriate information on CPOMS; the SENDCO and Director/Team Director of Student Values will review the information. This should include any additional information gathered from statements and others involved (if applicable).
- Fact finding will take place to ascertain the reasons for the bully's behaviour and, if possible action needs to be taken to alter the behaviour of the bully or bullies.
- Where bullying is judged to have taken place, the Learning Manager should take immediate action and ensure that personal tutors, parents of both bully and victim

and Leaders of Student Values are informed as well as completing the bullying or racist incident logs as appropriate. Where bullying persists or in extreme incidents, other relevant members of staff should be alerted as well as the Academy's Police Liaison Officer.

- Bullying will be dealt with in line with Academy behaviour policy; a graduated response will be applied.
- After an incident, there must be "follow-up" to ensure that the problem does not re-surface. Experience suggests that bullying will not take place again if they know that there will be follow-up. This should take place some 2 weeks after the initial incident and then perhaps a term later.

5. Dealing with Bullying Incidents

Actions may include, depending on severity and frequency of incidents, for example:

- formal warning;
- detention;
- exclusion from certain areas of the premises;
- fixed term suspension or (in cases of serious repetition) permanent exclusion.

Students who have been bullied should be supported by, for example:

- offering an opportunity to refer to anti-bullying Peer Counsellors;
- offering the use of Restorative Justice practices;
- offering an immediate opportunity to discuss the experience with their personal tutor or other member of staff of their choice;
- referring to an appropriate counselling service;
- providing reassurance and helping to restore self-esteem and confidence;
- offering continuing support and protection;
- supported in their understanding of the value of forgiveness and the need for forgiveness towards those who do wrong in order to move on.

Students who have been bullying should be helped to avoid repetition by, for example:

- referring to an anti-bullying programme or appropriate counselling service;
- discussing the sequence of events with the students;
- helping the students to analyse their involvement in bullying;
- establishing the wrongdoing and need to avoid repetition;
- enlisting the support of parents or carers to help change the students' behaviour;
- Supported in recognising the key values of FORGIVENESS & RESPECT. The academy recognises the importance of forgiveness at every level and that school leaders express this value and will give students the opportunity to move on when they recognise they are sorry for what they have done. Drawing on the Christian basis of the value of respect so that those involved in bullying recognise that everyone is deserving of respect as recognition of the gospel teaching 'Do unto others as you would have them do to you'.

Possible sanctions: including but not limited to;

- First offence- negative event issued

- Second offence- Internal isolation (duration may be varied depending on severity and frequency)
- Third offence - Fixed term suspension.
- Additional offences- risk of permanent exclusion

A formal record will be kept on file for any student who has been bullying to avoid repetition.

6. Academy anti-bullying strategy

Bullying at the Academy will not be tolerated and this message will be reinforced regularly. It is important that tackling bullying is seen as an on-going process which involves all members of the Academy community. Anti-bullying messages will be promoted through/by:

- The Academy will raise the awareness of the nature of bullying and its consequences through the curriculum, assemblies, tutor time and other opportunities including PSHE lessons and drop-down days.
- Promoting anti bullying via school assemblies led by internal and external speakers.
- Promoting harmony through prayer and reflection.
- Students should be constantly made aware that we will not tolerate bullying. They must constantly be told that they should not suffer and that any member of staff is prepared to help. They should always be encouraged to talk to someone.
- Duty staff and lunchtime supervisors should be particularly vigilant.
- Teachers will sometimes be able to incorporate an “anti-bully” message in their lessons, e.g. in literature, drama, discussions of current affairs etc.
- Cyber bullying messages delivered as part of the curriculum.
- It is particularly important for students to be encouraged to speak to a member of staff if they experience or know of incidents of bullying taking place.

Friendships, forgiveness and respect will be promoted. The Academy’s Christian values of forgiveness and respect will be strongly promoted in this area along with the additional value of friendship will be explored and celebrated during assemblies and guest speaker visits (e.g. LGBT talks). This will be done in the context of our Christian values and taking recommendations from the C of E report and guidance ‘Valuing All God’s Children’.

Help Organisations:

KIDSCAPE	07496 682785
Childline	0800 1111
Family Lives	0808 8002222
National Bullying Helpline	0300 3230169

Monitoring, Evaluation and Review

The procedure will be promoted and published throughout the Academy.

The Executive Team will review the procedure within two years and assess its implementation and effectiveness.