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Engage Academy

Anti-Bullying Policy

June 2023



Nurturing inclusive learning communities



1	Summary	Anti-Bullying Policy			
2	Responsible person	Alison Ward			
3	Accountable ELT member	Alison Ward			
4	Applies to	Engage Academy			
5	Trustees and/or individuals who have overseen development of this policy	Adam Davies			
6	Headteachers/Service Heads who were consulted and have given approval (if applicable)	ELT			
7	Equality impact analysis completed	Policy Screened	Y/N	Template completed	Y/N
8	Ratifying committee(s) and date of final approval	ELT			
9	Version	2.0			
10	Available on	Every	Y/N	Trust Website	Y/N
				Academy Website	Y/N
				Staff Portal	Y/N
11	Related documents (if applicable)	N/A			
12	Disseminated to	Trustees All Staff Support Staff Teaching Staff			
13	Date of implementation (when shared)	June 2023			
14	Date of next formal review	June 2026			
15	Consulted with Recognised Trade Unions	N/A			
16	Adopted by Ethos Academy Trust following consultation	N/A			

Date	Version	Action	Summary of changes
June 23	2.1	Revision	Revision of existing policy

Contents

Section	Description	Page
1.	Aims and Objectives	Page 3
2.	Definition	Page 3
3.	Prevention	Page 5
4.	Evaluation	Page 6
5.	Documentation	Page 6
6.	Consequences	Page 6
7.	Hate Crime and Bullying	Pages 7

Appendices

Section	Description	Page
1A	External Support	Page 9

1. Aims and Objectives

All pupils within Engage Academy have the absolute right to be educated in a safe and secure environment and to be protected from anyone who wishes to harm, degrade or abuse them. Engage Academy has a responsibility to respond to incidents of bullying and to emphasise to staff, pupils, their parents/carers and all other stakeholders the Trust's commitment to thoroughly investigate all incidents of bullying so that all pupils can enjoy a safe learning environment.

As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult. Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of positive behaviour and we consistently challenge any behaviour that falls below this.

To this end, Engage Academy will:

- Fulfil their statutory responsibility to respect the rights of children and to safeguard and protect their welfare;
- Address the problem of bullying through the implementation of Ethos Academy Trust's policies and procedures;
- Raise awareness among staff, pupils, parents/carers and wider stakeholders about the issue of bullying to create an environment where bullying is seen as unacceptable;
- Be proactive in the prevention of bullying and demonstrate to bullies that their behaviour is unacceptable and reassure victims that action will be taken to keep them safe;
- Make staff, pupils, parents/carers and wider stakeholders aware of what actions to take when an incident of bullying has occurred, including access to current training to ensure best practice;
- Accurately record all incidents of bullying and monitor the effectiveness of strategies implemented when bullying has occurred;
- Address the behaviour of the bullies in a fair manner in line with the behaviour and relationships policy and provide guidance and support so that they can change their behaviour;
- Ensure that victims of bullying are fully supported by trusted adults within the school environment.

This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, trustees and partner agencies. It was written with reference to the Equality Act 2010 and Anti-bullying alliance.

2. Definition

School bullying can be defined as:

“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”

Bullying can be physical, verbal, emotional, sexual, online/cyber and indirect. Examples of bullying behaviour can be:

- **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, bi-phobic or transphobic 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.

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils’ wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

3. Prevention

Staff

- All staff will be made aware of the Academy's stance on bullying through staff meetings and staff training. Staff will apply the anti-bullying policy consistently when episodes of bullying are witnessed by them or reported to them. Staff will regularly reinforce the message to pupils that bullying is unacceptable and will take positive action to prevent it. When incidents do take place, a restorative approach will be taken to repair and rebuild relationships.

Using data logged on CPOMS/ARBOR staff will identify areas of need and deliver a variety of personalised interventions. This may take the form of-

- Adaptations to the curriculum with a heavier emphasis on understanding different cultures, respect and discriminatory language. Specific examples include Chinese New Year, World Book Day and National Wellbeing Week.
- Introduced themed half terms Talk on Tuesdays dedicated to developing respect, tolerance and acceptance of others protected characteristics.
- Assemblies with specific themes linked to current issues within classes.
- Themed dojo rewards for pupils that are demonstrating respect and equality consistently across a week.
- Continuation of restorative practice discussion activity 1-1 with staff following equality related incidents. This is consistent across the school and embedded into practice.

Pupils

The issue of bullying will be raised with pupils on a number of levels including the following:

- Upon referral to our school and during the initial visit/induction to the school;
- At whole school level through nurture activities, school council and regular drop-down events;
- At regular intervals throughout the academic year during assemblies, weekly interventions and other timetabled activities;
- Personalised interventions where needed to address any individual concerns.

Parents and Carers

Parents/carers and pupils will be regularly consulted about their views on the effectiveness of anti-bullying strategies at our academies through surveys at parent showcase events and pupil voice sessions.

Raising awareness through the Curriculum

It is important that pupils understand the impact of bullying and appreciate that bullying:

- Is detrimental to the safety and happiness of pupils
- May have an adverse effect on academic achievement
- May lead to absenteeism and school refusal

- Could lead to low mood, depression and mental health difficulties
- Can have a long-term impact on relationships, mental health and wellbeing
- Can lead to pupils feeling hopeless, having suicidal thoughts and feelings
- In extreme circumstances attempting to or completing suicide

Awareness of bullying is raised through many elements of the wider curriculum including discussions during nurturing breakfast time, planned whole class lessons and personalised interventions to support the development and awareness of all aspects of bullying. Whole class Personal, Social and Health Education (PSHE) lessons are planned to incorporate Relationships and Sex Education (RSE) and both embedded into everyday practice. The Pupils are always aware that this behaviour is morally and socially unacceptable and will not be tolerated.

The PSHE lessons covers Social, Moral, Spiritual, Cultural Development (SMSC), British Values, RSHE and Religious Education (RE). The curriculum addresses the impact of all bullying related incidents on social, emotional health and wellbeing. Pupils are encouraged to develop personal and moral values and beliefs and are able to explore and discuss thoughts, feelings and opinions around different topics.

All staff discuss bullying and equality incidents as and when appropriate. This may arise in any lesson and staff are expected to discuss the topic in a sensitive and professional manner. Bullying is also a regular agenda item during student voice.

4. Evaluation

Analysis of the gathered data from all stakeholders will be used to inform the development of future anti-bullying strategies and initiatives. Recording of incidents, intervention and implementation of the anti-bullying policy will be quality assured by the Designated Safeguarding Lead and the Head Teacher. The Anti-Bullying Policy will be reviewed every three years.

5. Documentation

All episodes of bullying reported to staff either verbally or in writing will be recorded by trained staff on CPOMS. Any safeguarding issues which arise from these incidents will be logged as a safeguarding slip, which will automatically alert all Designated Safeguarding Leads and members of the Senior Leadership Team.

6. Consequences

Incidents of bullying will be resolved by staff who have positive relationships with the pupil(s). A consequence may follow which could include any of the following:

- A restorative meeting between the parties involved;
- Eliciting an apology, verbal or written from the perpetrator of the bullying to the victim;
- Contacting parents/carers, social workers;
- Waiting time of break or lunch time of the perpetrator for a set period of time;
- Asking another adult to mediate between the bully and the victim;

- Intervention programme delivered to the perpetrator and/or the victim.

Repeated, or more serious incidents of bullying behaviour may result in:

Referral to the Senior Leadership Team for further action;

- 1:1 targeted intervention work either on site or off site;
- Internal Exclusion (as an alternative to a Fixed Term Exclusion) to undertake a bespoke intervention;
- External Exclusion (Fixed Term Exclusion).

7. Hate Crime and Bullying

Definition

In accordance with the Police and the Crown Prosecution Service, the definition of hate crime is:

“any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person’s race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.”

There is a distinction between a hate crime and a hate incident. A hate incident is

“any incident in which the victim, or anyone else, thinks is based on someone’s prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.”

However, a hate incident does not necessarily break the law. Where a hate incident amounts to a criminal offence and is based on one of the five protected characteristics, it is known as a hate crime.

The type of conduct that will be considered as a hate incident is wide ranging and includes the following:

Verbal abuse; harassment; bullying or intimidation; physical attacks; threats of violence; hoax calls, abusive phone or text messages, hate mail; online abuse; displaying or circulating discriminatory literature or posters; graffiti; arson; throwing rubbish in a garden; malicious complaints.

Reference: The Anti-Bullying Alliance 2017 www.anti-bullyingalliance.org.uk

Recording

Incidents of bullying with a racist, faith targeted, homophobic, bi-phobic or transphobic content will be recorded on the MIS system and be referred to the Designated Safeguarding Leads and the Senior Leadership Team.

Reporting

If a hate crime has been committed, this will be reported to the police. For hate incidents where a crime has not been committed, perpetrators will be sanctioned in accordance with the academy's Behaviour Policy and an intervention programme undertaken.

If an incident raises concerns about a student's welfare, behaviour or circumstances including expressing extremist ideas/terminology, the Designated Safeguarding Lead or Deputy Designated Safeguarding Lead may complete a referral to the PREVENT team after investigation. PREVENT is one strand of the UK's overall counter terrorism strategy, known as CONTEST.

Further guidance on Kirklees' PREVENT and CHANNEL strategies, the referrals process and available support can be found at: <https://www.kirklees.gov.uk/beta/community-safety-partners/prevent.aspx>

Current Good Practice

At Engage Academy, we ensure this policy is related into daily good practice in the following ways:

- Regular discussions linked to all types of bullying and friendships during nurture breakfast;
- Focused learning through the PSHE curriculum;
- Experienced Senior Inclusion Workers who deliver regular interventions linked to all types of bullying, with a focus for individual pupils as determined by behaviour logs and incidents;
- Regular staff training to keep staff knowledgeable about all aspects of bullying and wider aspects of safeguarding;
- Regular information shared with parents to support their understanding of bullying and how to seek support;
- Use of a restorative practice approach to support pupils, staff and parents when incidents do occur – all staff trained in the use of restorative practice;
- Whole school culture to talk to each other, be kind to each other and support each other.

8. Appendix 1A: External Support

- If you need urgent assistance with regards to a hate crime, call 101 or 999
- If you find it difficult to talk to anyone at the Trust establishments or at home, ring ChildLine on Freephone 0800 1111, or email www.childline.org.uk the phone call or email is free and it is a confidential helpline
- Bullying support for young people and advice about positive mental health – YoungMinds Website: www.youngminds.org.uk/vs-bullying. Telephone: 0808 802 5544
- Bullying support and advice, support and guidance about wellbeing, mental health, practical advice and other issues affecting young people – Website: www.getconnected.org.uk/Bullying Telephone: 0808 808 4994
- NSPCC - <http://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>
- Think you Know – Advice and information about social networking, E-Safety and reporting online abuse – <https://www.thinkuknow.co.uk/>
- LGBTQ, Lesbian, Gay, Bisexual, Transgender and Questioning advice about bullying – bullying
- www.diversityrolemodels.org/ www.stonewall.org.uk/
- Advice with regards to hate incidents and crimes www.stophate.uk.org Local and National Support/ information
- The Safer Kirklees website provides information on hate incident reporting along with the partnership's Hate Crime Strategy for the town. Additionally, the site includes details of the hate incident reporting centres, Crown Prosecution Service Fact Sheets and a diagram of the Hate Incident Reporting Process which illustrates what happens to hate incidents reports once they are received.
- Further information on hate crime nationally, including the prevalence of different types of crime, is available from the Home Office.
- National organisation Stop Hate UK and True Vision provide further information on hate crimes, including reporting, training and research