Anti-bullying Policy

A **Beyond** ACADEMY
SCHOOLS TRUST

Contents

Statement of Equality

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

Purpose

At Warren Wood Primary School, we have a zero-tolerance policy on bullying of any kind. If bullying does occur, all students should feel comfortable to tell an adult and know that the incident will be dealt with quickly and effectively. We believe it is the responsibility of everyone to report any incidents of bullying, whether suspected or witnessed.

We actively promote values of respect and equality and celebrate diversity in our school, which allows our students to become responsible citizens and appreciate modern society when they leave.

The school will regularly review and assess anti-bullying policy, procedures and reporting systems to ensure we are always improving, with student safety and welfare at the focus of our work.

Principles

When tackling bullying, the school will:

- Follow the DfE guidance "*Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies*", July 2017;
- Promote the principles of British Values including individual liberty, mutual respect and tolerance of all;
- Ensure Equality of Opportunity for all students;
- Develop a culture in which students feel able to disclose incidents that upset or distress them;
- Promote avenues for students to report bullying;

- Make students aware that all bullying concerns will be dealt with sensitively and effectively;
- Educate students about the effects and consequences of bullying.

Procedures

Definition of Bullying

Bullying is "Behaviour by an individual or a group, repeated over time that intentionally hurts another individual or group either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017). It is referred to as 'Child on Child Abuse' as a safeguarding concern (DfE "Keeping Children Safe in Education", September 2022).

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Bullying can happen to anyone. It can be related to gender identity, race, religion or culture, special educational needs or disability, appearance or physical or mental health conditions and sexual orientation. It can be carried out in person or via technology.

Homophobic, Biphobic and Transphobic (HBT) Bullying

HBT bullying includes comments, insults or discrimination caused by prejudice against lesbian, gay and bisexual people and people who identify as trans.

HBT bullying can take different forms which can involve:

- Sexual gestures
- Spreading rumours
- Name calling and physical bullying
- Threat of being "outed"
- Being compared to LGBT+ celebrities
- Isolating a young person suspected of being LGBT+

All cases of HBT Bullying and language will be reported and dealt with according to this policy.

Dealing with Incidents

Where bullying is suspected or reported, any immediate incident will be dealt with by the member of staff who has been approached. A clear and precise account of what has occurred will then be taken and supporting statements from any witnesses will be taken.

Sanctions will be issued in line with the school Behaviour and Relationships Policy, which may include official warnings, removal of privileges, internal suspensions, suspensions and permanent exclusions.

The parent/carers of both parties will be kept informed and if necessary and appropriate, the police or other local agencies will be consulted.

When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and looking at screenshots etc. The school will request that the offending content is removed.

Where bullying has taken place outside of the school site, the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school's Behaviour and Relationships Policy.

Any student who has been the victim of bullying will be given the opportunity to discuss their experience with their class teacher. The Pastoral Team may also seek to organise restorative work between the two parties and use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

Anyone wishing to report an incident of bullying outside of school hours, can access the RED BUTTON on the school website which will direct them to a form which is monitored by key staff within each school. Alternatively, they can email the school offices raising a concern.

Preventing, Identifying and Responding to Bullying

The school seeks to prevent bullying where possible by creating an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.

Assemblies, PSHE and RE Lessons and Awareness Campaigns will be used to raise awareness of the issues surrounding bullying. The Pastoral Team will also publicise the various avenues +- through which students can report bullying. The school will work with other agencies to raise awareness and tackle general or specific prejudices.

The school will regularly canvass students and parents' views on the extent and nature of bullying within the school.

Roles and Responsibilities
All adult members of the school community (Trustees, Governors, staff, parents/carers and visitors) **should:**

- Show respect to every person in our school and avoid saying or doing anything which will cause hurt or offence to others;
- Report all incidents of bullying;
- Offer support to anyone they see being bullied.

Students should:

- Treat others as they would like to be treated;
- 'Shout out': tell an adult if they see anyone being bullied;
- Help and support their peers if they see them being bullied.

Monitoring of Bullying

The physical and emotional well-being of our children is paramount. The school does not tolerate bullying of any kind and if an act of bullying or intimidation of any kind has taken place, staff will act immediately to prevent any further incidents of such behaviour. All incidents will be followed up by a member of SLT and Behaviour Mentor. A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken on CPOMs and monitored to ensure repeated bullying does not take place. Parents of children involved will be notified.

Complaints procedure

If a parent/carer is dissatisfied with the way the school has dealt with a bullying incident, they should initially contact the class teacher. If the concern remains, they should refer to the school's Complaints Policy and Procedure.

Monitoring and review

This policy will be reviewed annually, but may be reviewed and updated more frequently if necessary.

Equality Impact Assessment

Who is the policy or process intended for?	Pupils	Employees	Govs/ Trustees	Volunteers	Visitors
	☑	☑	☑	☑	☑

Status of the policy or process:	New policy or process		Existing policy or process	
	☐		☑	

Analysis				

Protected Characteristic	Impact analysis			Explanation of impact analysis
	Positive	Neutral	Negative	
Age:	☐	☑	☐	
Disability:	☐	☑	☐	
Sex:	☐	☑	☐	
Gender reassignment:	☐	☑	☐	
Race:	☐	☑	☐	
Religion or belief:	☐	☑	☐	
Sexual orientation:	☐	☑	☐	
Marriage or civil partnership:	☐	☑	☐	
Pregnancy and maternity:	☐	☑	☐	
Pupil groups (PP/SEN/CLA):	☐	☑	☐	

Evaluation and decision making	
Summary of action taken:	
Final decision:	