



# ANTI-BULLYING POLICY

Approved and signed by the Board of Trustees during virtual meeting

**16.07.20**

RENEWAL DATE: JULY 2023

**JULY 2020**

## CHANGES

This policy has been determined from existing school anti-bullying policies from Weston Mill Community Primary Academy, Beechwood Primary Academy and Oakwood Primary Academy.

**July 2020:** Minor changes in light of DfE Statutory Guidance: [Relationships Education, Relationships and Sex Education \(RSE\) and Health Education](#) (July 2019)

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## OBJECTIVES

Discovery Multi Academy Trust's Anti-Bullying Policy outlines what we will do to prevent and tackle bullying.

We recognise our academies' legal responsibility for the prevention and tackling of bullying as stated within the Education Act 2002, the Education and Inspections Act 2006 and the Equalities Act 2010, including the "Power to tackle poor behaviour outside school".

We have used the following DfE guidance with regards to writing the Anti-Bullying Policy.

DfE advice: Preventing and Tackling Bullying (July 2017)

DfE guidance: Supporting wellbeing (May 2020)

DfE Statutory Guidance: *Physical health and mental wellbeing* (July 2019)

DfE Statutory Guidance: [Relationships Education, Relationships and Sex Education \(RSE\) and Health Education](#) (July 2019)

This policy aims to deliver the following:

- All those in a position of governance, teaching and non-teaching staff, pupils, parents and carers should have an understanding of what bullying is
- All those in a position of governance, teaching and non-teaching staff should know what the Trust's policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the Trust policy is on bullying and what they should do if bullying arises
- As a Trust, we take bullying seriously. Pupils, parents and carers should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

## DEFINITION OF BULLYING

Bullying is:

"Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally".

Bullying can include:

- name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, **Cyber-bullying** -inappropriate text messaging and electronic messaging (including through websites, social networking sites and instant messenger), sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful or untruthful rumours, **Prejudice-based and discriminatory bullying**.

The Trust aims to develop a firm foundation in the benefits and characteristics of good health and wellbeing to enable teachers to talk about isolation, loneliness, unhappiness, bullying and the negative impact of poor health and wellbeing.

## FORMS OF BULLYING COVERED BY THIS POLICY

Bullying can happen to anyone and it can be **prejudice-based and discriminatory**. This policy covers all types of bullying including:

- bullying related to race, religion, or culture
- bullying related to special educational needs
- bullying related to appearance or health conditions
- bullying related to sexual orientation, or transgender bullying
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying
- cyber bullying

## PREVENTING, IDENTIFYING AND RESPONDING TO BULLYING

We will:

- work with staff and outside agencies to identify all forms of prejudice-driven bullying
- actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- follow the statutory guidance from the government with regards to relationships education
- consider all opportunities for addressing bullying, including through the curriculum, through displays, through peer support, and the School Champions
- record any possible bullying related incidents on Behaviour Watch
- Train all staff to identify bullying and follow Trust policy and procedures on bullying
- **Regularly review and analyse Behaviour Watch online logging system for trends and patterns**
- Provide Helping Us Thrive (HUT) intervention where appropriate.

## INVOLVEMENT OF PUPILS

We will:

- canvas children's views on the extent and nature of bullying
- ensure pupils know how to express worries and anxieties about bullying
- ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- involve pupils in anti-bullying campaigns in schools
- offer support to pupils who have been bullied
- work with pupils who have been bullying in order to address the problems they have

- provide worry boxes and ‘I wish my teacher knew’ boxes across the schools

## LIAISON WITH PARENTS AND CARERS

We will:

- ensure that parents and carers know who to contact if they are worried about bullying
- ensure parents know about the Trust’s complaints procedure by making the **Complaints Policy and Procedure** readily available, and ensure they know how to use it effectively
- ensure parents and carers know where to access independent advice about bullying
- work with parents, carers and the local community to address issues beyond the school gates that give rise to bullying – **online safety etc**

## LINKS WITH OTHER POLICIES AND PRACTICES

This policy links with the following policies and practices:

**Managing and Supporting Positive Behaviour Policy**

**Mental Health and Wellbeing Policy**

**Relationship Policy**

**E Safety Policy**

**Safeguarding Policy**

**Complaints Policy and Procedure**

The Trust will continue to liaise with its academies for cohesion and monitoring purposes.

We will review this policy at least once every three years, as well as if incidents occur that suggest the need for review. The Trust will make reference to, and use of, any current guidance available at this time.

## RESPONSIBILITIES

This policy only works if it ensures that the whole Trust community understands that bullying is not tolerated. It is important that the community understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- the Board of Trustees to take a lead role in monitoring and reviewing this policy
- those in a position of governance, the Chief Executive Officer, Heads of School, Senior Leaders, teaching and non-teaching staff to be aware of this policy and implement it accordingly
- the Heads of School to communicate this policy effectively to their academy’s community

- Pupils to abide by the policy

## PROCEDURES

1. Child or parent reports bullying incident to staff
2. In all cases of bullying, the incidents will be recorded on Behaviour Watch
3. In all cases of bullying, both parents will be informed and will be asked to come into school to discuss the problem
4. The bullying behaviour or threats of bullying will be investigated to ensure that the bullying is stopped quickly
5. If necessary and appropriate e.g. if a serious physical attack has taken place, police or other appropriate agencies will be consulted
6. The victim will be supported to deal with the consequences of the incident through the most appropriate means
7. The perpetrator will receive the appropriate sanctions, but will also be supported through a relevant programme of work to ensure they change their behaviour. The perpetrator's behaviour will be monitored through the academy's Behaviour Watch system. This may involve external support services if necessary
8. The Trust expects the parents/carers to support the academy in imposing sanctions if their child is responsible for bullying
9. If the academy considers that there is a safeguarding issue, they may need to contact outside agencies (e.g. social care)
10. The academy will follow the Managing and Supporting Positive Behaviour Policy and pupils' behaviour will be monitored to ensure incidents are reduced
11. Parents/carers will always be communicated with regularly regarding the resolution and ongoing support required

## HELP ORGANISATIONS

### CHILDLINE 0800 11 11 11

Advisory Centre for Education (ACE) (Mon – Wed 10-1pm) 0300 0115 142

Civil Legal Advice 0845 345 4345

KIDSCAPE Parents Helpline (Mon – Thurs 10-4pm) 0845 1 205 204

Family Lives 0808 800 222

Youth Access 020 8772 990

Kidsmart [www.kidsmart.org.uk](http://www.kidsmart.org.uk)

Think you know [www.thinkyouknow.co.uk](http://www.thinkyouknow.co.uk)

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

Internet Safety [www.ceop.police.uk](http://www.ceop.police.uk)

Public Health England website with videos made by young people and resources tested with teachers.

The named contact for this policy is Alison Nettleship, Chief Executive Officer  
(01752) 706361

This document has been compiled, ensuring that all concerned with its production have taken into account current legislation relating to race, gender, age, ability and disability.

This will ensure that, where possible and within the limits of reasonable adjustment, we meet the needs of every child and adult linked to the life of the Trust's academies.