

drb Ignite Multi Academy Trust

Anti- Bullying Policy

Statement of Intent

The Trust is committed to providing a warm, caring and safe environment for all pupils so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated. All incidents of bullying are taken seriously. Everyone has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. At the Trust, we acknowledge that bullying does happen from time to time. It would be unrealistic to claim that it does not. However, when bullying occurs, incidents will be dealt with promptly and effectively in accordance with this Policy.

To support this the Trust aims to ensure:

- it meets the legal requirement to have an anti-bullying policy in place
- it works closely with other professional agencies to ensure that children stay safe in line with Keeping Children Safe in Education 2019
- Trustees, staff, pupils and parents share an understanding of bullying and its potential impact
- Trustees and staff know the Trust Policy on bullying and consistently and swiftly follow it when bullying is reported
- pupils and parents know what the Trust policy is on bullying and what they should do if bullying occurs.
- pupils and parents are assured that they will be supported when bullying is reported
- whole Trust initiatives and proactive teaching strategies are used to reduce the opportunities for bullying
- a positive, caring ethos is created across all learning environments where everyone can work, play and express themselves, free from the fear of being bullied.

What is bullying?

The Trust has adopted the following definition of bullying:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards another person. It is repeated over a period of time and it is very difficult for the victims to defend themselves. Bullying is mean and results in worry, fear, pain and distress to the victim.

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (e.g. threatening gestures like ridicule and humiliation)
- **Verbal** - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of another person
- **Physical** - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other form of aggression or violence
- **Racist** - racial taunts, graffiti, gestures, making fun of culture or religion
- **Sexual** - unwanted physical contact or sexually abusive, sexist comments
- **Homophobic** - because of/or focusing on the issue of sexuality

- **Online/cyber** - setting up hate websites, sending offensive text messages, emails and/or abusing the victims via their mobile phones. NB. The Trust has a separate policy for Cyber Bullying
- **Any unfavourable or negative comments**, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

Bullying is not the odd occasion of falling out with friends, name calling, arguments or the occasional trick or joke played on someone. It is bullying if it is done several times on purpose (STOP) and over time. Pupils sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. All pupils must learn how to deal with these situations and develop social skills to repair relationships.

Where might bullying happen?

Bullying can happen anywhere in school. Bullying may also happen on the way to and from school. The Trust is concerned with pupil conduct and welfare outside as well as inside its school. The Trust will do what it can to address any bullying issues that occur off Trust premises.

In such cases, the headteacher is empowered, by law, to deal with such incidents but must do so in accordance with this Trust Policy.

The following steps may be taken:

- discussion with the local Community Police Officer
- discussion with head teachers of other schools whose pupils may be involved in bullying off the premises
- mapping out of safe routes to Trust schools for pupils
- meeting with parents
- sensitive talk to pupils about how to handle or avoid bullying outside school

Signs of bullying:

A pupil may indicate, by different signs or behaviours, that he/she is being bullied. All staff should be aware of possible signs and investigate further if a pupil:

- is frightened of walking to or from school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under-perform in school work

- comes home with clothes torn or books damaged
- has possessions go “missing”
- asks for money or starts stealing money
- has dinner or other monies continually “lost”
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other pupils or siblings
- stops eating
- is frightened to say what’s wrong
- gives improbable excuses for any of the above

These signs could indicate a range of problems, but bullying should always be considered a possibility and should be taken seriously and investigated promptly.

Supporting pupils:

In Trust schools all pupils have the right to feel safe. No one has the right to make them feel unhappy. If bullying is suspected, it is important for the pupil to remember that it is not their fault and there are people who can help. Pupils in Trust schools have considered the issue of bullying and the following represents some of their strategies:

- Keep on speaking out until someone listens and helps you.
- Never be afraid to tell an adult you can trust.
- Don’t suffer in silence.
- Don’t blame yourself for what is happening.
- Call a helpline.
- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as you can.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don’t feel you can talk to someone about it, write it down.
- When you tell an adult about the bullying give them as many facts as you can.
- Keep a diary of what’s been happening and refer to it when you tell someone.

Bullying of pupils with special educational needs and disabilities

drb Ignite Multi Academy Trust is an inclusive Trust. As such it is fully committed to providing a secure, accepting, safe and stimulating environment where everyone is valued for who they are. Within Trust schools there are pupils who have a range of diverse and complex needs. Everyone in the Trust is aware that these pupils can be especially vulnerable to bullying and adults are always particularly vigilant.

High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

Procedure for reporting and responding to bullying incidents

At Trust schools, all staff respond calmly and consistently to allegations and incidents of bullying. Every concern will be taken seriously and dealt with impartially and promptly. Staff will protect, listen to and support pupils whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used as guidance for reporting and responding to bullying allegations or incidents:

- Make all staff aware of bullying allegations and incidents.
- Staff ensure the victim(s) is safe and feels safe.
- Appropriate advice will be given to help the victim(s).
- Staff will listen and speak to all pupils involved about the incident separately.
- The problem will be identified, and possible solutions suggested.
- Staff will attempt to adopt a problem-solving approach.
- Appropriate action will be taken quickly to end the bullying behavior or threats of bullying.
- Staff will reinforce to the bully that their behaviour is unacceptable.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied.
- If possible, the pupils will be reconciled.
- An attempt will be made, and support given, to help the bully (bullies) understand and change behaviours.
- In cases of serious bullying, incidents will be recorded by staff on a standard incident report template.
- In serious cases parents will be informed and will be invited to come into School for a meeting to discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- If necessary, the Trust's Safeguarding Lead, Social Services or police will be consulted.

Sanctions

The Trust considers the following as appropriate sanctions for bullying behaviours:

- Apology to the victim(s) verbally or in writing
- Loss of privileges
- Loss of playtime for a defined period
- Parents invited in to school to discuss concerns
- Removal from classroom for a short period
- Report to the Headteacher or Deputy Headteacher
- Withdrawal from participation in a visit, club or event for a defined period
- Fixed term exclusion
- Permanent exclusion

Trust strategies for the prevention and reduction of bullying

Whole Trust initiatives and proactive teaching strategies are used throughout the Trust to develop positive learning environments with the aim of reducing the opportunities for bullying to occur.

These include:

- Children's Safeguarding Boards in all Trust schools
- Regular questionnaires and surveys to monitor the extent of bullying and the effectiveness of the Trust's anti-bullying strategies
- Encouraging *pupil voice*
- Use of Trust Pupil Guarantee
- Marking national anti-bullying week as a high-profile event annually
- Awareness raising through regular anti-bullying assemblies
- PHSE curriculum from Reception to Year 6
- Use of *circle of friends* support networks where a small group of children volunteer to help and support an individual experiencing difficulty
- Use of drama activities and role-plays to help pupils be more assertive and teach them strategies to help them deal with bullying situations
- Playground improvements and initiatives
- Training of pupils to be *Playground Pals*
- Use of praise and rewards to encourage good behaviour
- Use of modelling of appropriate behaviours towards one another
- Organisation of anti-bullying training for staff

Monitoring and evaluation of the Policy

To ensure this Policy is effective, it will be regularly monitored and evaluated. It may be supplemented by additional individual school procedures. Following review any amendments will be made to the Policy and everyone informed.

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying. The following list is just a small selection of the support available for teachers, parents and pupils. Parents who feel their child may be being bullied should talk to the class teacher in the first instance. If they remain concerned they should contact the headteacher as soon as possible.

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry number)	www.kidscape.org.uk
	08451 205 204 (helpline for adults only)	www.beyondbullying.com
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk
The Children's Legal Centre	0800 783 2187	www.childrenslegalcentre.com
The Office of the Children's Commissioner	0844 800 9113	www.childrenscommissioner.org.uk
UK Government Website	not available	www.direct.gov.uk

Monitor and Review

Date Reviewed	November 19	
Next Review Date	November 21	
Staff Responsible	CEO	
Sign Off Chair of Trust Board	November 19	

Change Management

Issue No.:	Change date:	Change description:
1.0	Nov'17	Initial release
2.0	Nov'18	Rebranded, updated and signed off for release.
3.0	Nov'19	Review