



Stone Soup Academy

Anti-Bullying Policy

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Foreword

The Department for Education (DfE) has published advice on preventing and tackling bullying in 2017, which is for school leaders, staff and governing bodies. The document has been produced to help schools prevent and respond to bullying as part of their overall behaviour policy, to understand their legal responsibilities in this area, and to understand the DfE's approach.

The document replaces previous advice to schools. It outlines, in one place, the government's approach to bullying, legal obligations and the powers schools have to tackle bullying, and the principles that underpin the most effective anti-bullying strategies in schools. It also lists further resources through which school staff can access specialist information on the specific issues that they face.

The advice has been included as Appendix 2 and the good practice it identifies has been included in this policy.

This policy on preventing bullying has regard to DfE Guidance "Safe to Learn: Embedding anti-bullying work in schools".

The Equality Act 2010

Under the Equality Act 2010, new duties on schools and other public bodies came into force in April 2011. The Act strengthens and simplifies existing equality legislation. The Act brings together existing duties not to discriminate on grounds of race, disability and gender, with which schools are already bound to comply, and it extends these to include duties not to discriminate on the grounds of age, sexual orientation, religion or belief, and gender reassignment. It places a requirement on governing bodies and proprietors of schools to eliminate discrimination and promote equal opportunities, some of which they will already be doing. It will apply to school policies for tackling prejudice based bullying. Stone Soup Academy School staff and governors will take heed of the Act and ensure all types of bullying are recognised and acted upon.

1 Introduction

The purpose of this document is to ensure that all students in our care are protected from bullying. It is the responsibility of The Stone Soup School staff to ensure that students are protected from bullying at all times. All students will be taught in an environment where bullying is unacceptable.

Bullying may be defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are:

- Physical (e.g. hitting, kicking, theft)
- Verbal (e.g. racist or homophobic remarks, threats, name calling)
- Emotional (e.g. isolating an individual from the activities and social acceptance of their peer group, spreading rumours, cyber bullying)

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to young people, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm).

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Students must be encouraged to report bullying in academies/schools.

- All teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this Anti-Bullying policy
- Consideration should be given to ensuring “user friendly” reporting practices e.g. a box for anonymous reporting by students

2 Context

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at schools.

Statutory duty of schools

Principals have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

3 Responsibilities of staff

Staff should:

- Actively listen to students to identify any circumstances in which a child may be being bullied
- Ensure that there is regular discussion with the students to help them protect themselves and encourage them to speak out if bullying occurs

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Principal using our CPOMS
- The Principal will interview all concerned and will record the incident
- The Principal will decide whether a referral should be made to the Senior Manager for Safeguarding

- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Students

Students who have been bullied will be supported by members of staff in the following ways:

- Offering an immediate opportunity to discuss the experience with their Mentor or member of staff of their choice
- Reassuring the student
- Offering continuous support
- Taking measures to restore self-esteem and confidence
- All students will have access to and understand the company complaints procedure.
- informing parents or guardians (with permission of student)

Students who have bullied will be helped by members of staff in the following ways:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrongdoing and need to change
- Informing parents or guardians to help change the attitude of the student

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

4 Monitoring, evaluation and review

- Incidents of bullying will be recorded, monitored and addressed on a day-to-day basis, through staff supervision, team meetings, and general care practice

- All incidents will be reported to the Principal immediately
- Incidents will be recorded both for individuals and also for the service as a whole
- Monitoring of Incidents will address ways to ensure safety for the young person and to also identify any trends which may need addressing in partnership with other professionals
- The school will maintain records of all incidents of bullying and include details in the Annual Report to The Governors. The Principal will ensure that these records are available for inspection by OFSTED and the Local Authority Quality Assurance processes
- As of 23/24 we have added a new bullying questionnaire that is used by personal coaches and parents after a student has been subject to bullying. See appendix 3
- The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school

Appendix 2

DEPARTMENT FOR EDUCATION ADVICE: PREVENTING AND TACKLING BULLYING

ADVICE FOR SCHOOL LEADERS, STAFF AND GOVERNING BODIES

About this advice

This document has been produced to help schools prevent and respond to bullying as part of their overall behaviour policy, to understand their legal responsibilities in this area and to understand the Department's approach.

Who is this advice for?

This advice is primarily aimed at school staff, school leaders and governors in schools, 6th forms and colleges including Academies, Free schools, student Referral Units and alternative providers.

It may also be useful for FE and community settings.

What has changed?

This document replaces previous advice to schools. It outlines, in one place, the government's approach to bullying, legal obligations and the powers schools have to tackle bullying, and the principles that underpin the most effective anti bullying strategies in schools. It also lists further resources through which school staff can access specialist information on the specific issues that they face.

What does the law say and what do I have to do?

The Education and Inspections Act 2006

There are a number of statutory obligations on schools with regard to behaviour, which establish clear responsibilities to respond to bullying. In particular, Section 89 of the Education and Inspections Act 2006 does the following

- provides that every school must have measures to encourage good behaviour and prevent all forms of bullying among students. These measures should be part of the school's behaviour policy, which must be communicated to all students, school staff and parents
- gives Principal teachers the ability to ensure that students behave when they are not on school premises or under the lawful control of school staff

The Equality Act 2010

Under the Equality Act 2010, new duties on schools and other public bodies will come into force in April 2011. The Act strengthens and simplifies existing equality legislation. The Act brings together existing duties not to discriminate on grounds of race, disability and gender, with which schools are already bound to comply, and it extends these to include duties not to discriminate on the grounds of

age, sexual orientation, religion or belief, and gender reassignment. It places a requirement on governing bodies and proprietors of schools to eliminate discrimination and promote equal opportunities, some of which they will already be doing. It will apply to school policies for tackling prejudice based bullying.

Safeguarding children and young people

Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff members should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the student who is experiencing bullying, or to tackle any underlying issue that has contributed to a child doing the bullying.

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Bullying outside school premises

Principal teachers have a specific statutory power to discipline students for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Principal teachers the power to regulate students' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The Principal should also consider whether it is appropriate to notify the police or antisocial behaviour coordinator in their local authority of the actions taken against a student. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Dealing with bullying

Bullying can be physical or emotional and it can take many forms (e.g. cyberbullying). Immediate physical safety and stopping violence come first, but bullying can also be because of prejudice against

particular groups (e.g. because of special educational needs, on grounds of race, religion, gender, sexual orientation or transgender status, or because of caring duties).

School staff, leaders and governors are best placed to decide how best to respond to the particular issues that affect their students. There is no single solution to bullying which will suit all schools.

Successful schools have clear policies in place to deal with bullying and poor behaviour, which are clear to parents, students and staff so that, when incidents do occur, they are dealt with quickly.

Schools should apply disciplinary measures to students who bully in order to show clearly that their behaviour is wrong. Disciplinary measures must be applied fairly, consistently and reasonably, taking account of any special educational needs or disabilities that the students may have and taking into account the needs of vulnerable students. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case, the child engaging in bullying behaviour may need support themselves.

Schools that excel at tackling bullying have created an ethos of good behaviour where students treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other students, an understanding of the value of education and a clear understanding of how our actions affect others permeate the whole school environment – in the playground, corridors, classrooms and beyond the school gates.

Staff and older students setting an excellent example to others reinforce the knowledge and values that children are taught in lessons. Schools that achieve this are successful in preventing bullying from arising in the first place.

Successful schools also do the following

- Involve parents to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. Parents feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home
- Involve students. All students understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders
- Regularly evaluate and update their approach to take account of developments in technology; for instance, by updating acceptable use policies for computers
- Implement disciplinary sanctions. The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable
- Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Schools can also teach children that using any prejudice based language is unacceptable
- Use specific organisations or resources for help with particular problems. Schools can draw on the experience and expertise of anti bullying organisations with a proven track record and/or specialised expertise in dealing with certain forms of bullying

