



Anti- Bullying Policy

Policy Details	Anti-bullying Policy
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Approved by: Signature:	
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Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Education and Inspections Act 2006
- Equality Act 2010
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998
- Education Act 2011
- DfE (2017) 'Preventing and tackling bullying'
- DfE (2018) 'Mental health and wellbeing provision in schools'
- DfE (2023) 'Keeping children safe in education (2023)'
- DfE (2020) 'Sharing nudes and semi-nudes: advice for education settings working with children and young people'

AIMS

The aim of this policy is to provide a working document giving clear guidance to governors, staff, parents/ carers and students on strategies to prevent, reduce and respond to bullying, as well as how to work with the victims and perpetrators.

- To encourage and promote the 'no bullying' ethos.
- To demonstrate that we take bullying very seriously and that it will not be tolerated.
- To take measures to prevent all forms of bullying within REACH School.
- To protect those who might be bullied.
- To demonstrate that the safety and happiness of all students are enhanced by dealing positively with bullying incidents.

INTRODUCTION

We are committed to protect all members of our school community from being bullied by providing a caring, friendly, and safe environment so that learning is completed in a relaxed and secure atmosphere. We are committed to creating a climate where bullying behaviour is not accepted by any member of our school community and is reported immediately.

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone, usually repeated over time. Anti-bullying is when everyone in the school understands that bullying is unacceptable. EVERYONE has a part to play in order to stop bullying.

We will not tolerate bullying of any kind. We take bullying most seriously. Bullying can be from an individual, or from a group, but the motive is always to upset. We encourage respect for others through the use of good manners, acceptance of differences and having the ability to work alongside all people. We encourage good behaviour and respect for everyone, regardless of race, gender, sexual orientation, disability, religion or belief.

We are a school that does not tolerate bullying. This means that anyone who is aware of bullying should report it immediately. We are committed to listen to students, parents / carers and staff who report issues of bullying and to investigate their concerns most seriously.

Staff and students will ensure that careful consideration is given to the prevention of bullying to all, including the students deemed as vulnerable, such as:

- SEND
- LAC
- New students
- SEMH/MEDICAL NEEDS
- Young Carers
- EAL

- LGBTQ+

What is Bullying?

We define bullying as the behaviour by an individual or group, which creates or shows a power imbalance. It is usually repeated over time and intentionally hurts another individual or group, either physically or emotionally. Bullying can take the form of physical, verbal, mental, face to face, online and social media.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- **Physical:** pushing, kicking, hitting or using violence.
- **Racist:** racial taunts, inappropriate jokes, graffiti and gestures.
- **Sexual:** unwanted physical contact or sexually abusive comments / gender based violence / sexual harassment.
- **Homophobic/Biphobic:** discriminating against someone because of their sexual orientation.
- **Verbal:** name-calling, sarcasm, spreading rumours and teasing.
- **Cyber:** all areas of social media, such as posting threatening or personal comments / images / videos about someone.
- **Transphobic:** founded on gender identity.
- This list is not exhaustive.

ROLES AND RESPONSIBILITIES

Creating a safe environment is essential for effective learning and ensures that all students' rights to a positive experience are met. Expectations of appropriate student behaviour must be made explicit. This requires a 'whole' school approach which aims to develop a shared awareness and understanding so that a consistent approach to tackling bullying is taken. All members of the school community share the responsibility for preventing and stopping bullying.

The Headteacher and DSLs with responsibility will:

- Disseminate the policy to the whole school community via a link on the school website.
- Implement the policy effectively.
- Train staff and raise awareness.
- Monitor, review and evaluate the effectiveness of the policy.
- Report to the governors on request.
- Liaise with the Local Authority and partner schools to ensure that best practice is shared effectively.

Governors will:

- Support the Headteacher and DSLs.
- Help to build positive and supportive relationships with parents through mutual understanding and trust.
- Liaise with the Local Authority and partner schools to ensure that the best advice is available and that the school policy is in line with both National and Local guidelines.

Staff will:

- Take all reports of bullying seriously and respond to each incident accordingly.
- Inform the Headteacher/Pastoral Director of any concerns/incidents regarding bullying and any actions taken.
- Headteacher/Pastoral Director will take appropriate action of directing any sanctions/intervention/prevention strategies /programmes.
- Log all suspected bullying incidents on the MIS/My Concern systems for future reference with a directed negative behaviour log and complete a Bullying Report Form for bullying, repeated incidents, or serious incidents.

Students will:

- Take responsibility for their own behaviour and actions and treat everyone with mutual respect and kindness.
- Report any incidents of bullying to school staff, an adult who they can talk to in school or Parent / Carer OR complete a Bullying Report Form which can be gained from the reception area or from school website.
- Report any incidents that have occurred over social media sites.

Parents/carers will:

- Inform school of concerns raised by their child.
- Support key messages being given to their child and where appropriate attend meetings and

contribute in a positive way.

- Monitor their child's use of social media regularly if their child uses social media.
- Expect that all reports of bullying will be dealt with, even if it is requested that the school do not do so, due to our duty of care. Every incident will be dealt with sensitively and anonymously where required.

Bullying outside of school

If the school becomes aware of any bullying issues outside of school, during term time or school holidays, the school will encourage pupils and parents to contact relevant agencies i.e. Police, Children's Services and CEOP (Child Exploitation and Online Protection).

What to do if you are being bullied

If you are being bullied, who can you tell?

- Leadership / DSL
- Teacher
- Support staff
- Parents / Carer
- A friend
- Contact any of the organisations linked to bullying below

Associated Organisations

Childline	08001111 www.childline.org.uk
KIDSCAPE	02077303300 / Parents Line 08451205204
Family Lives	08088002222
Bullying UK	www.bullying.co.uk
Kidscape	www.kidscape.org.uk
Bully Free Zone	www.bullyfreezone.co.uk
Anti-Bullying Alliance	www.anti-bullyingalliance.org.uk
Samaritans	www.samaritans.org/how-we-can-help-you/contact-us
Stonewall	www.stonewall.org.uk
	Resources available for PSHE from Stonewall
Kooth	www.kooth.com

RESPONSES TO BULLYING

Procedures to be followed by the school when bullying is suspected.

- When a bullying incident is reported, those accused of bullying and witnesses of the incident will be invited to describe verbally to a member of staff what has taken place and this will be recorded. The victim will also have the chance to write down their account of what has taken place.
- Bullying incidents will be recorded by the relevant staff on the MIS/My concern systems for future reference with a directed negative behaviour log and complete a Bullying Report Form for bullying, repeated incidents, or serious incidents..
- If a student either admits to bullying or it can be proved beyond reasonable doubt that they have taken part in this behaviour then the following methods and sanctions can be used.
 - The incident will be reported to their parents and action will be agreed
 - A restorative justice package may be used to ensure that issues are resolved
 - Social time at break and lunchtimes may be removed
 - A sanction will be put in place
 - The student may be sent home or placed into internal exclusion pending a meeting with their parents
 - A fixed-term suspension may be put into place
 - A permanent exclusion will be considered only in extreme cases of bullying or repetitive bullying behaviour after earlier sanctions have been used. This will be in line with the exclusion policy.

- Once the bullying incident has been resolved, and the target of the bullying considers the matter closed, referral to an outside agency may be made where a support programme will be put in place for the perpetrator. REACH School recognises that people who bully have often been victims themselves and so we will support the student in an appropriate manner.
- Students at risk of exclusion as a result of continual bullying will have a Pastoral Support Plan created, which will target internal and external support aimed at improving and eliminating behaviour.

Support for the victim

- By offering them an immediate opportunity to talk about the experience with a member of staff
- By offering continued support through the school support system
- Refer to multi-agency co-ordinator as appropriate

REACH School take this issue seriously and do not simply wait for incidents to occur before doing anything. Anti-bullying is promoted through assemblies, personal tutor times, SMSC in lessons, the Life Skills programme and celebrating national anti-bullying week.