



## GREENWOOD TREE ACADEMY TRUST

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## **Anti-bullying Policy**

*(based on 'Preventing and Tackling Bullying' DfE Guidance July 2017)*

Date of Issue: March 2018

Date agreed and ratified by Governing Body: 30.4.18

Date of Review: March 2019

Note: This policy will be reviewed at least annually, and following any concerns and/or updates to national and local guidance or procedures.

School Name: **Frome Valley CE First School**

Nominated Member of Leadership Staff Responsible for the policy: **Julie Thorp, Headteacher**

Designated Safeguarding Lead: **Julie Thorp, Headteacher**

Named Governor with Lead Responsibility: **Helen Derbyshire**

Named GTAT board member with Lead Responsibility: **Keith Campbell**

## **1. Introduction**

1.1 All schools that are part of The Greenwood Tree Academy Trust (GTAT) regard bullying as particularly serious and always take firm action against it. They are committed to provide a friendly, caring and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. We encourage children to work against it, and to report any cases of bullying to a member of staff. Everyone has the responsibility to speak up if they see any type of bullying so we can help make our schools a better place.

We regard all pupils and their parents and carers, as of equal value:

- whether or not they are disabled,
- whatever their ethnicity, culture, religious affiliation, national origin or national status,
- whatever their gender or gender identity,
- whatever their sexual identity.

## **2. Objectives of this policy**

- This policy outlines what Frome Valley First School will do to prevent and tackle all forms of bullying.
- This policy has been adopted with the involvement of the whole school community.
- Frome Valley First School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

## **3. Definition of Bullying**

3.1 Bullying is 'behaviour by an individual or group, repeated over time that intentionally hurts another individual either physically or emotionally' (DfE 'Preventing and Tackling Bullying', July 2017). It is behaviour that is targeted and selective and can be direct (physical and verbal) or indirect (e.g. being ignored or cyber bullying).

## **4. Forms of bullying covered by this policy**

4.1 Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyberbullying

## 5. Academy Trust Ethos

5.1 The Greenwood Tree Academy Trust community recognises that bullying, especially if left unaddressed can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our schools can help to create safe, disciplined environments, where pupils are able to learn and fulfil their potential.

## 6. Roles and Responsibilities

6.1 All members of the Greenwood Tree Academy Trust community has a joint responsibility to report and tackle bullying where it is seen. There are however, specific responsibilities that lie with individual members/groups within the Greenwood Tree Academy **Trust as these are detailed below.**

6.2 **The school governing body** should take a lead role in monitoring and reviewing this policy. They will support the individual schools headteachers in all attempts to eliminate bullying from trust schools. They will monitor incidents of bullying that do occur, and review the effectiveness of this policy regularly. They will require the headteacher to keep accurate records of all incidents of bullying. Where a parent is dissatisfied with the way a school has dealt with a bullying incident, they should follow the schools complaints procedure to investigate the matter.

6.3 **The headteacher** will ensure that the anti-bullying policy is implemented the policy and ensure that it is communicated to all members the community. They will ensure that any disciplinary measures are applied fairly, consistently and reasonably and ensure that there is a named member of staff in school to take overall responsibility for bullying. They will be responsible for the reporting of bullying incidents and the effectiveness of the policy to the school governing body. They will ensure that all staff (including midday supervisors) receive sufficient training to be fully equipped to identify and deal with all incidents of bullying.

6.4 **All staff** are expected to uphold and implement this policy accordingly. They should ensure that all reports of bullying are taken seriously, put in place proactive measures to prevent it taking place, and deal with situations as quickly as possible to stop them from escalating. They should ensure that they are aware of the signs of all types of bullying and report incidents of bullying they have dealt with *through MyConcern*. They are expected to support the measures put in place both to support victim and the bully.

6.5 **Parents/Carers** are expected to support their children and encourage them to talk to an appropriate adult in school if they feel they are being bullied, working in partnership with the school. They should report any concerns to the school *through the child's class teacher*. They will avoid encouraging their children to take matters into their own hands which will escalate bullying issues (including the encouragement to use physical violence against a bully).

Note: Always tell the school if you think there may be a problem. At school, we can only take action if we know there is or may be a problem. If it is important to you and your child, then it is important to us at school.

6.6 **Pupils** should treat each other with respect, both personally and on social media. They should support children who have experienced bullying and act if they see someone bullying. Pupils should report to an adult any incident that they deem bullying (whether this is seen or heard, Pupils are expected to abide by this policy.

## 7. Prevention of Bullying Behaviours

7.1 The Greenwood Tree Academy Trust community has a culture that embraces differences and does not tolerate bullying. The school has a number of strategies it uses to prevent children displaying bullying type behaviours:

- Within the school curriculum, we raise awareness of issues related to bullying. This may be through any lesson but specifically PSHCE, Computer Science and R.E.

- Regular acts of worship focus on elements of bullying (e.g. inclusion, respect, tolerance).
- Pupils who are deemed vulnerable and are likely to exhibit bullying type behaviours receive pastoral support. In addition, the school will create 'safe spaces' for these pupils to use during social times during the school day (i.e. breaktimes, lunchtimes)
- The school will celebrate success and achievements to promote and build a positive school ethos e.g through our Kindness Tree, weekly Citizenship Awards and our termly Citizenship Certificates (voted for by the children).
- All pupils will do work based on friendships and personal communication skills within lessons. In addition, the school will openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities
- Termly Citizenship Days across the school will be used to focus in on specific areas of bullying (including cyber-bullying). We will also have an annual Safer Internet Day.
- The school acknowledges national initiatives (such as Anti-Bullying Week) as a way of raising awareness with both pupils and parents.
- The school, through the Rights Respecting School and Global Citizenship programmes, examine national and international issues that fall under bullying.

## **8. Reporting and Responding**

8.1 The school will report bullying of a racial or homophobic nature to the local authority (in line with county guidelines) and will send a copy of the report to the EHT of GTAT. The school will also report the incident to the FGB.

## **9. Actions following Bullying**

9.1 The school will look to support victims of bullying to ensure that they are able to rebuild their self-esteem and confidence. Some of the strategies that may be used include:

- Reassuring the pupil and providing continuous support.
- Offering an opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

9.2 The school will also work with the pupil(s) who have perpetrated the bullying to try and break the cycle of behaviour. Some of the strategies used will include:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the pupil.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

9.3 The school aims to involve parents/carers to ensure that they are clear that the school does not tolerate bullying of any kind. The school will support parents/carers by:

- Keeping them fully informed of developments regarding reported cases of bullying.
- Signposting parents to support (either in the locality or online) that may assist them in dealing with the bullying incident.
- Offering reassurance and support and a listening ear for parents/carers of pupils who have been bullied or have perpetrated bullying to break the cycle.

## **10. Monitoring and review: putting policy in practice**

10.1 The school will ensure that the policy and procedures relating to bullying are regularly reviewed to ensure that the policy is being consistently applied. Any issues or concerns raised will be incorporated into the school's action planning. The named governor for bullying will report back regularly to the governing body on incidents of bullying, including outcomes.

## **11. Links with other school policies and practices**

11.1 This policy has links with a number of other school policies, practices and action plans including:

- The school/academy behaviour and discipline policy
- The school/academy complaints policy
- The school/academy child protection policy
- The school/academy confidentiality policy
- The school/academy online safety and acceptable use policy
- The school/academy curriculum policies, such as; PSHCE, citizenship and computing
- The school/academy mobile phone and social media policy

**Note:** This policy is based on DfE guidance 'Preventing and Tackling Bullying' (July 2017) and supporting documents. It also takes into account the DfE statutory guidance 'Keeping Children Safe in Education' (2016). The school has read Childnet's 'Cyberbullying: Understanding, Prevent and Respond: Guidance for schools'. All of these documents can be found on the school website.

11.2 In addition, this policy links to the following pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988 o Public Order Act 1986

The following organisations may provide useful links to organisations that can provide advice and support for those worried or concerned about bullying.

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](http://www.bullyinginterventiongroup.co.uk/index.php)

- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)
- The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practice-schools](http://www.restorativejustice.org.uk/restorative-practice-schools)

## **SEND**

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: [www.cafamily.org.uk/media/750755/cyberbullying\\_and\\_send\\_-\\_module\\_final.pdf](http://www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf)
- DfE: SEND code of practice: [www.gov.uk/government/publications/send-code-of-practice-0-to-25](http://www.gov.uk/government/publications/send-code-of-practice-0-to-25)

## **Cyberbullying**

- Childnet International: [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org) • Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- The UK Council for Child Internet Safety (UKCCIS) [www.gov.uk/government/groups/uk-council-forchild-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-forchild-internet-safety-ukccis)

## **Race, religion and nationality**

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Tell Mama: [www.tellmamauk.org](http://www.tellmamauk.org)
- Educate against Hate: [www.educateagainsthate.com/](http://www.educateagainsthate.com/)
- Show Racism the Red Card: [www.srrc.org/educational](http://www.srrc.org/educational)

## **LGBT**

- Barnardos LGBT Hub: [www.barnardos.org.uk/what\\_we\\_do/our\\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)

- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

### **Sexual harrassment and sexual bullying**

- Ending Violence Against Women and Girls (EVAW): [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk) A Guide for Schools: [www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf](http://www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf)
- Disrespect No Body: [www.gov.uk/government/publications/disrespect-nobody-campaign-posters](http://www.gov.uk/government/publications/disrespect-nobody-campaign-posters)
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: [www.anti-bullyingalliance.org.uk/tools-information/all-aboutbullying/sexual-and-gender-related](http://www.anti-bullyingalliance.org.uk/tools-information/all-aboutbullying/sexual-and-gender-related)