

Anti-Bullying Policy



ANTI-BULLYING POLICY

LEADERSHIP RESPONSIBILITY: LIZ HACKLING DATE: December

2024

REVIEW DATE: December 2025

HEADTEACHER: MR R MAULE

SIGNED: 

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Introduction

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education”(2024) and “Working together to safeguard children” (2023).

This policy should be read in conjunction with the following policies:

- Safeguarding and Child Protection
- Behaviour
- Special Educational Needs, Disability and Inclusion
- Child on Child Abuse
- Online Safety

A child-friendly version of this policy is also available.

Intention

It is the Campus's policy to ensure that all people (children and adults) in the school community can work in a safe and secure environment free from humiliation, harassment, oppression and abuse. Specifically:

- To clarify for all members of the school community what bullying is
- To clarify for all members of the school community that bullying is not acceptable and must be totally discouraged. Everyone must act in a positive way to ensure that bullying is challenged and reported.
- To develop staff awareness of the risks and vulnerabilities their pupils/pupils face by addressing concerns at the earliest possible stage.
- To ensure that all Pupils, parents, staff, governors and others are aware of this policy and know that appropriate action will be taken.
- To recognise that bullying can take place off-site and that the Campus will endeavour to respond appropriately as if it had happened on site by involving external agencies.

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What is Bullying?

Bullying is “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017).

Bullying occurs when a person or group of people, over a period of time, by word, action or gesture, deliberately deny the dignity of another individual or group and leave them feeling:

- Physically and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- Different, alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for yourself.

Bullying is any behaviour by an individual or group that:

- Is meant to hurt
- The person or people doing the bullying know what they are doing and mean to do it
- Happens more than once There will be a pattern of behaviour, not just a ‘one-off’ incident
- Involves an imbalance of power
- The person being bullied will usually find it very hard to defend themselves

It can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings or encouraging someone else to use physical violence. This includes demanding money or belongings from someone
- Verbal, e.g. name calling, taunting, threats, offensive/personal remarks. This includes prejudice-based bullying, racist, homophobic, transphobic bullying, or bullying about a disability
- Relational or psychological, e.g. spreading nasty stories, gossiping, excluding from social groups
- Online e.g. e-mails, picture/video clip bullying, Instant Messaging (IM), filming or encouraging someone else to film a person being bullied
- Indirect, e.g. graffiti, defacing of property, display of pornographic, class, disability, homophobic, racist or sexist material

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National research has shown that some groups of Pupils are particularly vulnerable to bullying. These include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBTQ+ Pupils and those perceived to be LGBTQ+. We are committed as a Campus to anti-discrimination and recognise that all pupils have the right to the same protection, regardless of their background or circumstances.

Identifying and Reporting Concerns

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absence or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All Campus staff are alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour. Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way. Bullying may also occur through joint enterprise, where pupils actively seek to watch and encourage acts of bullying without taking direct part.

Pupils can report bullying by:

- Telling a trusted adult directly
- Through a third-party peer or parent/carer
- Using the Whisper Button
- Posting a note in a 'worry box'
- Email wellbeing@blc.school

Parents will be encouraged to report concerns about bullying and to support the Campus in tackling it. Trying to resolve bullying directly with the bully or their families can lead to problems escalating.

The Campus will create an atmosphere in school where anyone who is being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift and sensitive to their needs. Disclosure (telling an adult) can be direct and open or indirect and anonymous.

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Implementation

The totally anti-social and unacceptable nature of bullying is constantly reinforced as an integral part of the Campus's aim of creating a caring and protective environment for all its children and staff.

Individual members of staff are expected to respond to all instances of bullying. Bullying incidents are brought into the open, discussed and strategies agreed to help resolve the problem. It is always important to make clear that:

- The bully's behaviour is unacceptable, and the bullying must stop
- Everything that happens is carefully recorded
- The application of sanctions will depend on the individual circumstances of each incident
- Revenge is not appropriate for the victim
- The Campus works with the parents of both the victim and the bully wherever appropriate
- Support is available for the victim
- Support is available for the bully to help change their behaviour using the restorative model in the first instance.

Responding to Bullying

The Campus will take the following steps when dealing with bullying: concerns:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it. This involves meeting with the children involved and resolving it on the day, wherever possible. If the incident cannot be resolved on the day, this becomes a priority for the pastoral team to resolve, recognising the emotional impact that bullying can have.
- A clear account of the concern will be recorded on CPOMS, and a pastoral member of staff will determine the level of involvement of other staff, such as SLT.
- Reports of all incidents recorded on CPOMS will be filtered quickly to the appropriate staff who will advise about future action in respect of the victim and the bully.
- The investigating member of staff will interview everyone involved and keep a detailed record. This will be held in line with the Campus's data protection policy/practice
- Tutors will be kept informed and if it persists the tutor will advise the appropriate subject staff.
- Parents and other relevant adults will be kept informed
- Where bullying occurs outside school, any other relevant schools or agencies will be informed, and advice/support obtained.
- Sanctions will be used as appropriate and in consultation with all parties involved
- Ensure anti-bullying interventions and education takes place where needed

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Staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support •
- Restoring self-esteem and confidence
- The use of specialist interventions and/or referrals to other agencies e.g. counselling, where appropriate
- Help and advice on how to remove online material, if relevant

Pupils who have been bullied will be supported by:

- Discussing what happened and discovering why the pupil became involved
- Establishing the wrongdoing and need to change
- Informing parents to help change the attitude of the pupil
- The use of special interventions such as SEMH support and/or referrals to other agencies where appropriate

Strategies often have to operate within a number of constraints:

incidents need to be resolved, not just smoothed over;
those who feel aggrieved want to see justice done;
blame may not be all on one side;
it may never be possible to prove what really happened;
levels of tolerance may vary enormously for pupils and parents;
expectations may be unrealistic.

In responding, staff will use a range of strategies to resolve issues. Adults are crucial to all these procedures. The following steps can be taken as sanctions:

- Group or 1 to 1 work to learn more about the negative effects of bullying
- Movement of class to keep pupils out of the same lessons (usually only a short-term resolution)
- Internal or external suspension

Prevention

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The Campus will:

Promote, discuss and practice our Bridge values at every opportunity

- Raise awareness of the nature of bullying through inclusion in Tutor time including PSHE, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour
- Give care and support to create and maintain a safe learning environment where all pupils feel safe, secure and valued and know they will be listened to and taken seriously in line with the Campus ethos
- Participate in local and national initiatives such as Anti-Bullying Week
- Advise pupils to delete online apps and inform parents/carers of these apps
- Seek to develop links with the wider community that will support inclusive, antibullying education
- Consider the use of specific strategies, e.g. on a more regular basis subject to available resources Pupils surveys/ voice
- Work with outside agencies where necessary to promote tolerance and inclusivity.

Monitoring, evaluation and review

A senior member of Campus staff will be identified to lead the implementation of the policy and act as the link person with outside agencies. Regular reports are made, with statistics about:

- The number of reported concerns
- Monitoring information about the pupils involved
- Analysing data for identified characteristics, so that it is clear if trends are identified across year groups/ incidents
- Actions taken and outcomes
- The Campus will review the policy annually and assess its implementation and effectiveness.

Advice to Parents

We recognise that bullying affects everyone, not just the bullies and the victims. It affects pupils who witness bullying and other pupils might be drawn in through peer group pressure. Bullying is not an inevitable part of Campus life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse, and violence are to be found in our society. Only when we effectively address bullying issues will a child be best able to benefit from the Campus's opportunities.

Parents and families have an important part to play in helping schools deal with bullying

- Discourage your child from using bullying behaviour at home or elsewhere. Show them how to

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resolve the difficult situations without using violence or aggression

- Ensure your child has controls on their phone and only uses age-appropriate apps
- Watch out for signs that your child is being bullied or is bullying others. Parents and families are often the first to detect that a problem exists. Don't dismiss it. Contact the Campus immediately if you are worried

If your child has been bullied

- Calmly talk with your child about their experience; if it is online bullying keep a record of the content using a screen shot or screen print
- Make a note of what your child says, particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened
- Reassure your child that they have done the right thing to tell you about the bullying
- Explain to your child that should any further incidents occur; they should report them to a member of staff immediately
- Talk to or email your child's tutor, Head of Year or Pastoral Manager
- Explain to the member of staff the problems your child is experiencing

When talking with staff about bullying

- Try to stay calm, bear in mind that the member of staff may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved
- Make a note of what action the Campus intends to take
- Ask if there is anything you can do to help your child
- Stay in touch with the school; let them know if things improve as well as if problems continue

If you are not satisfied Families who feel that their concerns are not being addressed appropriately by the Campus might like to consider the following steps:

- Talk to your Head of Year. We can resolve issues more quickly this way.
- Check with the Campus anti-bullying policy to see if agreed procedures are being followed
- Make an appointment to discuss the matter with a senior leader. Talk to us before writing, as we can resolve issues more quickly this way
- If you are still dissatisfied, make a written complaint. You do this by completing the Complaints Form (available on the website), putting details in writing to the Headteacher.

If your child is bullying other children

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware that their child is involved in bullying.

- Children sometimes bully others because:



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- They don't know that it's wrong
- They are copying older brothers or sisters or other people in the family whom they admire
- They haven't learned other, better ways of mixing with their school friends
- They are being bullied/ intimidated into bullying others
- They are going through a difficult time and are acting out aggressive feelings

To stop your child from bullying others:

- Talk with your child; explain that what he or she is doing is unacceptable and makes other children unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Put controls on their phone and delete age-inappropriate apps
- Show your child how they can join in with other children without bullying
- Talk to or email your child's tutor. Explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop him or her bullying others
- Regularly check with your child how things are going at school
- Give your child lots of praise and encouragement when he or she is cooperative or kind to other people

Bullying by mobile phone, text messages, or email If your child experiences this kind of bullying, a parent can:

- Contact your child's tutor initially and pass on information
- Ensure the child is careful about who they give their mobile phone number or email address to check exactly when a threatening message was sent
- When necessary, report incidents to the police
- Support their child to 'unfollow'/delete bullies, or come off the apps where bullying has taken place
- Keep screenshots/the messages that have been sent, wherever possible