

# **Ebor Gardens & Victoria Primary Academy**



## **Anti-Bullying Strategy**

<b>Guidance updated</b>	<b>July 2023</b>
<b>Guidance adopted</b>	<b>July 2023</b>
<b>Review date</b>	<b>July 2025</b>

Ebor Gardens and Victoria Primary Academies are committed to providing a broad, balanced and effective education for all the children who attend our schools. We believe that all children and adults have a right to a life free of bullying and harassment and work with staff, pupils and parents to create school communities where bullying is not tolerated.

### Key Contact Personnel

	Ebor Gardens	Victoria
Leadership member	Natalie Wathen	Jon Green
Designated Safeguard Lead	Lee Spink	Helen Kingdon
Named Governor	Bhavna Gupta	

### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. **Bullying of any kind is unacceptable in our schools.** We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. If bullying does occur, all pupils should feel able to tell an adult and know that incidents will be dealt with promptly and effectively. We are also committed to challenging misconceptions and prejudices about racism, homosexuality, bi-sexual and transgender relationships.

### Aims of the Policy

The anti-bullying policy seeks to ensure that:

- Pupils learn in a supportive, caring and safe environment without fear of being bullied.
- Pupils understand bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.
- All governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the policy is on bullying, and follow it when bullying is reported. Similarly, that all pupils and parents should know what the policy is on bullying, and what they should do if bullying occurs.
- As learning communities, we take bullying seriously and take timely and effective action.
- Pupils and parents are assured that they will be supported when bullying is reported.

### Anti-Bullying Policy

This policy is based on:

- DfE guidance "[Preventing and Tackling Bullying](#)"
- The Anti-Bullying Alliance – [United Against Bullying Programme](#)
- The DfE statutory guidance "[Keeping Children Safe in Education](#)"
- The Children's "[Cyberbullying: Understand, Prevent and Respond: Guidance for Schools](#)".

## 1) Policy objectives:

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

## 2) Links with other school policies and practices

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

- Behaviour policy
- Complaints policy
- Child Protection and Safeguarding policy
- E-Safety policy
- Accessibility Policy
- Equality & Diversity Policy
- Acceptable Use Policy
- SEND Policy

## 3) Links to legislation

There are a number of 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
- The Education Inspection Framework
- The Equality Act
- The Children Act
- Protection from Harassment Act
- The Malicious Communications Act
- Public Order Act
- The Human Rights Act
- Keeping Children Safe in Education
- Working Together to Safeguard Children
- Online Harm White Paper
- Behaviour in Schools Guidance

## 4) Responsibilities

It is the responsibility of:

- The (Executive) Principal to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- School Governors to take a lead role in monitoring and reviewing this policy.
- All staff to support, uphold and implement this policy accordingly.
- Parents/Carers to support their child/ren, working in partnership with the school.
- Pupils to understand and abide by the policy.
- All stakeholders to adopt the Anti-Bullying Alliance Core Values
  - Challenge – challenge your assumptions and be aware of bias
  - Be open minded - Listen to new ideas and learn from others
  - Collaborate – Involve everyone in the school community and support each other
  - Share – Be willing to share your successes and challenges to help us all unite against bullying
  - Invest the time – change doesn't happen overnight – invest the time, learn and self-reflect

## 5) Definition of 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 can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development.

## 6) Forms of bullying covered by this policy

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

- Bullying related to race, religion or belief, 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 (LAC) or otherwise related to home circumstance
- Sexist, sexual gender-based bullying including transphobic bullying and those perceived to be LGBT
- Bullying via technology, known as online or cyberbullying
- Physical, mental or emotional bullying
- Appearance targeted bullying
- Child on child

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## 7) School ethos

We recognise that bullying, especially if left unaddressed, can have a devastating effect on individuals; that 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 a safe, disciplined environment, where pupils are able to learn and fulfil their potential. The behaviour policy underpins our ethos to promote a positive climate and learning culture within school by:

- Providing a safe school environment for all;
- Developing an understanding of how our behaviours can impact others;
- Defining a framework for rewarding success and de-escalating negative behaviours;
- Promoting self-esteem, self-regulation and positive relationships with all staff members;
- Involving parents in understanding our vision and enabling them to support their children at home.

### Our Community:

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships, to help prevent bullying both at school and beyond
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required both at school and within the wider community.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.

- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

## **Reporting bullying**

Reporting and recording incidents of bullying behaviour is a crucial part of our anti-bullying strategy. We aim to make it as easy as possible for children and young people and parents to report bullying incidents. We have designated members of staff to manage bullying complaints – the (Executive) Principal, the e-Safety lead (if appropriate) and the Designated Safeguarding Lead. Methods for children reporting bullying may include, but are not limited to:

- Speaking to the teacher or a trusted adult
- Speaking to the named leads for safeguarding
- Designated spaces to go in school to get support

We do not have a ‘one size fits all’ approach to support children and young people who experience bullying behaviour. Therefore, we have a range of reporting and recording mechanisms.

## **8) Responding to bullying**

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The (Executive) Principal/Designated Safeguarding Lead or another member of leadership staff will interview all parties involved.
- The (Executive) Principal/Designated Safeguarding Lead will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members, and parents/ carers, where appropriate and any action taken will be in line with the child protection and confidentiality policies.
- Consequences (as identified within the school behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned.
- Consequences will be adapted if required in line with pupils with SEND/disabilities or vulnerability. This will be through site consultation with the (Executive) Principal (Designated Safeguarding Lead).
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children’s social care (if a child is felt to be at risk of significant harm).
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

## **Bullying outside of school**

- Our academies are committed to supporting and tackling bullying of pupils and staff beyond the school gates.
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school’s behaviour policy.
- We recognise we have disciplinary powers for bullying which occurs outside of school “only if it would be reasonable”(Education Act 2006) and are committed to working with parents to take appropriate

action.

- We are committed to supporting all stakeholders beyond the school gates to eradicate bullying within the community.
- The (Executive) Principal (Designated Safeguarding Lead) is the nominated contact for dealing with bullying outside of school and can be contacted via telephone, email or in person.

## **Cyberbullying**

When responding to cyberbullying concerns, the school will:

- Refer to the Childnet Cyberbullying guidance.
- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include: – looking at use of the school systems;
  - identifying and interviewing possible witnesses;
  - contacting the service provider and the police, if necessary.
  - work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
  - support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
  - confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and with reference to Childnet Cyberbullying guidance and the DfE '[Searching, screening and confiscation at school](#)' (2018) document to ensure that the schools powers are used proportionately and lawfully. (Education Act 1996)
  - Requesting the deletion of locally held content and content posted online if they contravene school behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Seek guidance from UK Safer Internet Centre (if required): 0344 381 4772
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
  - advising those targeted not to retaliate or reply;
  - providing advice on blocking or removing people from contact lists;
  - helping those involved to think carefully about what private information they may have in the public domain.

## **Supporting pupils**

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to discuss how to respond to concerns and build resilience as appropriate through restorative practice and Thrive interventions
- Working towards restoring self-esteem and confidence.
- 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). This may include seeking alternative provision for key pupils within the Wellspring Academy Trust or beyond.

- If attendance is affected as a direct result of bullying, we will consult and apply a sensitive approach to this.

Pupils who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service providers.
- Sanctioning, in line with the academy behaviour policy; this may include warnings, removal of privileges (including online access when encountering cyberbullying concerns), and suspension.
- 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.

## Supporting adults

Our academies take measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the (Executive) Principal (Designated Safeguarding Lead), or a preferred senior member of staff.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the academy will still investigate the concern and ensure that appropriate action is taken in accordance with the academies' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance. Adults (staff and parents) who have perpetrated the bullying will be helped by:
- Discussing what happened with a senior member of staff and/or the (Executive) Principal to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

**Note:** Specific guidance is available for school leaders regarding dealing with complaints made on social networking sites by parents/carers: [www.kelsi.org.uk/child-protection-and-safeguarding/e-safety](http://www.kelsi.org.uk/child-protection-and-safeguarding/e-safety)

## 9) Preventing bullying

### Environment

The whole community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.

- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate bullying, such as: religion or belief, ethnicity, disability, gender, sexuality or appearance related difference. Also, children with different family situations, such as looked after children or those with caring responsibilities.
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create “safe spaces” for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

### **Policy and Support**

The whole community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the academy’s attention, which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

### **Education and Training**

The whole community will:

- Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the academies’ policy and procedures (including recording and reporting incidents).
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Provide systematic opportunities to develop pupils’ social and emotional skills, including building their resilience and self-esteem.
- Ensure anti-bullying has a high priority throughout the year, reinforced through key opportunities such as anti-bullying week

### **10) Involvement of pupils**

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the school’s approach and are clear about the part they have to play to prevent bullying.
- Regularly canvas children and young people’s views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.



- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

### **11) Involvement and liaison with Parents and Carers**

We will:

- Take steps to involve parents and carers in developing policies and procedures, to ensure they are aware that the academy does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats.
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner

### **12) Monitoring and review: putting policy into practice**

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The (Executive) Principal will be informed of all bullying concerns.
- The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.

### **13) Useful links and supporting organisations**

- 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)
- 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)
- [Children and Families Act 2014 – part 3](#)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- 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)
- DfE Preventing and tackling bullying': [www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

## Race, Religion, Belief 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.srtrc.org/educational](http://www.srtrc.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)

EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)

Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)

Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

## Sexual Harassment and Sexual Bullying

Ending Violence Against Women and Girls (EVAW) [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)

Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:

<https://anti-bullyingalliance.org.uk/sites/default/files/uploads/attachments/Sexual%20bullying%20-%20anti-bullying%20guidance%20for%20teachers%20and%20other%20professionals.pdf>

**Note:** Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)

[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)