



SCHOOLS COMPANY

Anti Bullying Policy

**This was adopted by the Governing Bodies of
SchoolsCompany Devon Academies in
December 2015**

Review date: 4th October 2017
Signature: J Markham

Next review: October 2018

Anti-Bullying Policy

SchoolsCompany Devon Academies are opposed to bullying. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

Objectives of this policy

- To outline SchoolsCompany Devon Academies' anti-bullying procedures
- To ensure that all students, parents and staff are fully aware of the referral procedures for reporting bullying incidents and the strategies adopted for supporting those involved in these incidents.
- To establish a climate in which students who are being bullied, or think another student is being bullied, can speak to an appropriately trained person in the knowledge that they will be listened to and receive a prompt, appropriate and sensitive response.
- To create a school community where bullying is recognised as unacceptable and where all students can feel valued, secure and happy. Our stated commitment is that when a young person speaks out about bullying:

When a student reports that they are being bullied:

- They will be listened to.
- Their concerns will be taken seriously.
- The matters will be investigated.
- Bullying will be dealt with.
- Someone will be there to help and support the young person.

Definition and Forms of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting
- Physical pushing -kicking, hitting, punching or any use of violence
- Racist taunts –verbal, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - including all areas of internet use such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities.

Single, one-off incidents are not usually bullying, but if they are repeated, they must be reported and will be dealt with by SchoolsCompany Devon Academies. We are aware that bullying can happen anywhere, but we strongly believe that wherever students are they have the right to be safe.

Our Policy and the Law

[The Education and Inspections Act 2006 section 89](#)

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

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. It replaces the three previous public sector equality duties for race, disability and gender, and also covers age, disability, gender reassignment, pregnancy and maternity The Duty has three aims:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

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, school staff should report their concerns as per the Children Protection Policy and Procedures. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

Bullying Outside School Premises

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' 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. Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Preventative Measures

Within the curriculum SchoolsCompany Devon Academies will raise awareness of the nature of bullying through inclusion in PSHE, mentor time and subject areas in an attempt to eradicate such behaviour.

Signs and Symptoms of Bullying

- Inexplicable injuries such as cuts and bruises.
- Lost or destroyed clothing, books, electronics, or jewellery, other possessions which are damaged or go missing.
- Frequent headaches or stomach aches, feeling sick or faking illness.
- Changes in eating habits, like suddenly skipping meals or binge eating. Young people may come home from school hungry.
- Difficulty sleeping or frequent nightmares

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- Declining grades, loss of interest in schoolwork, or not wanting to go to school.
- Sudden loss of friends or avoidance of social situations.
- Feelings of helplessness or decreased self-esteem.
- Self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.
- Changes to usual routine.
- Aggression and disruptive behaviour
- Bullying of other children or siblings.
- Being frightened to say what's wrong
- Giving improbable excuses for things
- Being afraid to use the internet or mobile phone
- Being nervous and jumpy when a cyber-message is received

The following signs and behaviours could indicate other problems but bullying should be considered as a possibility during investigations.

Signs that a child is bullying

- Getting into physical or verbal fights.
- Has friends who bully others.
- Are increasingly aggressive.
- Get referred to the Senior Leadership Team frequently.
- Have unexplained extra money or new belongings.
- Blames others for their problems.
- Doesn't accept responsibility for their actions.
- Are competitive and worry about their reputation or popularity.

Procedures

All students are encouraged to feel it is right to tell someone if they are being bullied or if someone they know is being bullied. Incidents of bullying will be referred to the mentor and dealt with quickly and appropriately. Whilst it is the responsibility of all staff within the school to reinforce the anti-bullying strategy and support the victims of bullying, it is recognised that not all staff have the capacity (due to the commitments of their job) to carry out a swift and thorough investigation. Therefore incidents of bullying should be referred to the student support manager as quickly as possible.

Staff suspecting an incident of bullying should:

- Reassure the young person that their concerns are being taken seriously and will be investigated.
- Contact the student support manager as soon as possible with details of the incident.
- The student support manager will investigate all reported incidents of bullying using the following procedure:
- Appropriate students will be interviewed by the student support manager and statements taken. The incident details will be recorded on SIMS as a 'Bullying Incident' and an incident report will be completed.
- The student support manager will outline the response to the incident on the incident report and on SIMS. The response will include support for the victim, details of contact with parents and support and sanctions for the perpetrator.
- The 'Reported Bullying Incident' form will be stored centrally, both as a paper copy and e-version by the Student Administrator. A copy is also stored in the victim's file, along with the witness statements and referenced in the perpetrator's file.

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- Where appropriate (if the student and victim are in agreement) the student support manager may use restorative approaches to allow the victim to explain the consequences of the bullies' actions to them face to face. This is conducted in a safe and supported environment with trained members of staff. Agreements would then hopefully be reached which would allow a new relationship to be established.

Outcomes

- 1) The bullies may be asked to attend a restorative meeting with the victim.
- 2) In more serious cases internal isolation or fixed-term exclusion may be considered.
- 3) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 4) The school will record and keep a log of bullying incidents
- 5) The number of incidents of bullying will be reported to governors in the principal's report 6)

Training

Whole School training opportunities may be required in response to emerging patterns of incidents, e.g. an increase in cyber bullying. This will co-ordinated by the principal

References: DFE Guidance, Stopbullying.gov, kidscape.org, Wellbni.org, Eyepat.org

Links to other school policies:-

- E-Safety policy
- Relationships policy
- Safeguarding policy

Governing Body Review Cycle:

Adopted by the SWDPLS Management Committee: January 2013

Reviewed: November 2013

Reviewed and updated: October 2014

Reviewed and updated by the SWDA governing body on behalf of the SchoolsCompany Trust December 2015

Reviewed October 2016

Reviewed October 2017

Next due for review: October 2018 - If changes are needed before this date then the policy should be referred back to the Governing Body, with proposed amendments.