



Policy: Anti-bullying Policy

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1. Aims and Ethos

Stage Ed believes that all students are entitled to learn in a safe and supportive environment which is free from all forms of bullying. Whilst the school understands that there may be occasions when students struggle in their relationships with their peers which may result in negative behaviours being directed in both directions, we will support all students in managing these relationships. The school will not tolerate incidents of bullying.

Bullying is defined as the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

Deliberately hurtful

Repeated, often over a period of time Difficult to defend against

This policy outlines how instances of bullying are dealt with including strategies to prevent occurrences of bullying.

2. Definition

- Bullying can be defined as “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.

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- Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

3. Types of bullying

Emotional Physical

Prejudice-based and discriminatory, including:

- Racial
- Faith-based
- Gendered (sexist)
- Homophobic/biphobic • Transphobic

Disability-based Sexual

Direct or indirect verbal Cyber-bullying

Being unfriendly, excluding, tormenting

Hitting, kicking, pushing, taking another's belongings, any use of violence

Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)

Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching

Name-calling, sarcasm, spreading rumours, teasing

Type of bullying	Definition
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Vertical line

Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

4. Roles and responsibilities

4.1 The governing board

The Management Committee is responsible for:

Evaluating and reviewing this policy to ensure that it does not discriminate against any pupils on the basis of their protected characteristics or backgrounds.

The overall implementation and monitoring of this policy.

Ensuring that the school adopts a tolerant and open-minded policy towards difference.

Ensuring the school is inclusive.

Analysing any bullying data to establish patterns and reviewing this policy in light of these.

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Appointing a safeguarding link who will work with the DSL to ensure the policies and practices relating to safeguarding, including the prevention of cyberbullying, are being implemented effectively

4.2 The Principal

The Principal is responsible for:

- Reviewing and amending this policy, accounting for new legislation and government guidance, and using staff experience of dealing with bullying incidents in previous years to improve procedures.
 - Keeping a record of all reported incidents, including which type of bullying has occurred, to allow for proper analysis of the data collected.
 - Analysing the data in the bullying record to identify trends, so that appropriate measures to tackle them can be implemented.
 - Arranging appropriate training for staff members. In conjunction with senior leaders:
- Corresponding and meeting with parents/carers where necessary.
 - Providing a point of contact for pupils and parents/carers when more serious bullying incidents occur

4.3 Staff

It is the responsibility of all staff to ensure the positive behaviour culture of Stage Ed upheld including bullying. To this end staff will:

- Being alert to social dynamics in their class.
- Being available for pupils who wish to report bullying.
- Providing follow-up support after bullying incidents.

- Being alert to possible bullying situations, particularly exclusion from friendship groups, and

informing the Principal of year of such observations.

- Refraining from stereotyping when dealing with bullying.
- Understanding the composition of pupil groups, showing sensitivity to those who have been the

victims of bullying.

- Reporting any instances of bullying once they have been approached by a pupil for support.

In additional pastoral support staff will;

- Offer emotional support to victims of bullying.
- Offer support for the witnesses of bullying.
- Offer support for the bully.
- Alert the relevant staff regarding any incidents of bullying.

4.4 Students

Students are expected to:

- Inform a member of staff if they witness bullying or are a victim of bullying.
- Not make counter-threats if they are victims of bullying.
- Walk away from dangerous situations and avoiding involving other pupils in incidents.
- Keep evidence of cyberbullying and informing a member of staff should they fall victim to cyberbullying.

4.4 Parents

Parents are expected to:

- Inform the school if they have any concerns that their child is the victim of bullying or involving in bullying in anyway.

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- Be watchful of their child's behaviour, attitude and characteristics and informing the relevant staff members of any change

5. Responding to allegation of bullying

All incidents of alleged bullying will be taken seriously by the school.

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 Principal or another member of staff will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.

- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Sanctions, as identified within this policy, and support will be implemented in consultation with all parties concerned.
- 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.
- Where the bullying of or by students takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the principal will collaborate with other schools and support the student in contacting the police.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

6. Dealing with an incident of bullying

If the Principal is satisfied that bullying did take place, the perpetrator will be helped to understand the consequences of their actions and warned that there must be no further incidents. The Principal will inform the perpetrator of the type of sanction to be used in this instance, and future sanctions if the bullying continues.

If possible, the Principal will attempt reconciliation and will obtain an apology from the perpetrator. This will either be in writing to the victim, and/or witnesses if appropriate, or face-to-face, but only with the victim's full consent. Victims will never feel pressured into a face-to-face meeting with the perpetrator. Parents/carers are informed of bullying incidents and what action is being taken.

Students who have perpetrated 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 provider. Identifying and providing suitable interventions

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 CYPS.

The young people with criminal records face stigma and discrimination in future aspects of their lives. The school's focus when handling perpetrators will be supporting them to develop more positive behaviours and

school will avoid unnecessarily criminalising pupils for bullying or abusive behaviour where possible, as to refrain from abusive and bullying behaviours in the future.

However, the school will not tolerate repeated incidents of bullying and a student's place at Stage Ed may be removed if they continue to demonstrate bullying behaviours.

7. Supporting students

Students who have been bullied will be supported by:

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Reassuring the student and providing continuous pastoral support.

Offering an immediate opportunity to discuss the experience with a member of staff of their choice.

Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.

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.

8. Whole school strategy to prevent bullying

The school's Behaviour Policy explains how we promote positive behaviour in school to create a safe and supportive environment, in addition the school will:

- Use curriculum opportunities, in particular life skills and tutor time to discuss issues of diversity and promote anti-bullying messages.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of bullying and diversity for example Anti-Bullying Week in November of each year.
- 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 (child on child abuse).
- Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school 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 all students.
- Celebrate success and achievements to promote and build a positive school ethos.

9. Monitoring arrangements

9.1 Monitoring and evaluating bullying

Any incidents of bullying will be recorded on CPOMS along with any follow up actions.

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This information will be reviewed regularly by the Leadership Team to:

- Identify patterns of concerning, problematic or inappropriate behaviour on the part of certain students that may require further action.

- Reflecting on whether cases could have been handled better and using these reflections to inform future practice.
- Considering whether there are wider cultural issues at play within the school, e.g. whether school culture facilitates discriminatory bullying by not adequately addressing instances, and planning to mitigate this.
- Considering whether prevention strategies could be strengthened based on any patterns in the cases that arise.

9.2 Monitoring of this policy

This behaviour policy will be reviewed by the Principal every two years.

10. Links to other policies

This anti-bullying policy is linked to the following policies:

- Safeguarding policy
- Behaviour policy
- Staff code of conduct policy
- Early Help Offer
- SEN policy