



# Anti Bullying Policy Engage MAT

**Date of ratification: June 2017.....**

**Date of review: June 2018.....**



## **Anti bullying Policy**

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### **1) Objectives of this Policy**

This policy outlines what The Engage Trust will do to prevent and tackle bullying. We are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated. The Engage Trust is committed to creating a safe environment in which everyone is respected for themselves, and in which care and consideration for others is a key factor.

### **2) Our Trust community:**

- Discusses, monitors and reviews our anti-bullying policy and practices on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from best practice, where externally evident and utilises support from the Local Authority and other relevant organisations when appropriate.

### **3) Definition of bullying**

Bullying is defined as “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual physically or emotionally”. Bullying is often aimed at certain individuals or groups, for example because of race, religion, gender or sexual orientation. (DfE “Preventing and Tackling Bullying”, March 2014).

Bullying can include physical assault, name-calling, teasing/taunting, mocking, making threats or offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

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### **4) 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, age 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, bi-phobic and transphobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Bullying via technology –“cyberbullying”.

### **5) Preventing, identifying and responding to bullying**

The Trust community will:

- Create and support an inclusive environment that promotes a culture of mutual respect, consideration and care for others that will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils’ spiritual, moral, cultural, social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice that does not uphold the values of tolerance, non-discrimination and respect towards others.
- Regularly update and evaluate our processes and practices 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.
- Train all staff to identify all forms of bullying, follow the Trust Anti Bullying policy and procedures (including recording and reporting incidents).
- Actively create “safe spaces” for vulnerable children and young people.

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- Use a variety of techniques and strategies to resolve the issues between those who bully and those who have been bullied.
- Sign-post and or work with other agencies and the wider community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive, non-judgemental school ethos.

### **6) Involvement of pupils**

We will:

- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions that 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 help lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

### **7) Liaison with parents and carers**

We will:

- Make sure that key information about bullying is available to parents/carers.
- Ensure that all parents/carers know whom to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Support and encourage parents to work with the school in role modelling positive behaviour for pupils, both on and offline.

### **8) Links with other school policies and practices**

This Policy links with a number of other Trust policies, practices and action plans including:

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- Rewards and Relationships policy
- Right Choices for Learning and Life
- Safeguarding and child protection policies
- e-Safety (Online Safety)

### **9) Responsibilities**

It is the responsibility of:

- Trust Directors to take a lead role in monitoring and reviewing this policy.
- Governors, Head teachers, XLT, Teaching and Non-teaching staff to be aware of this policy and implement it accordingly.
- The Head teachers to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy, including the recording and reporting of incidents.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

The named Governors with lead responsibility for this policy are:

- Jan Casey at SSSfN
- Des Reynolds at Pinetree

The named member of staff with lead responsibility at our schools for this policy are:

- Vicki Setters at SSSfN
- Sandra Govender at Pinetree
- Anna Dack at Lodestar
- Des Reynolds at Drayton Old Lodge
- Stuart Lee at EES

### **10) Monitoring & review, policy into practice**

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. 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 Engage Trust has reviewed this policy for its impact on issues of equality. The policy has been considered in relation to the following protected characteristics

Gender

Disability

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Sexual Orientation  
Ethnicity

The Engage Trust has not identified any issues in relation to these protected characteristics and has carefully considered whether any element of this policy would adversely impact upon the equality of access or opportunity for any staff member or service user, and have been unable to identify any impact that would require mitigation.

### Supporting Organisations and Guidance

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Beat Bullying: [www.beatbullying.org](http://www.beatbullying.org)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- DfE: “Preventing and Tackling Bullying. Advice for head teachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”:  
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- 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)

### 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)

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- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

### LGBT

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

### SEND

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

### Racism and Hate

- 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)
- Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

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### **Additional Content**

#### **Dealing with Incidents Guidance**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff who has been approached will respond to the incident immediately.
- A clear and precise account of the incident will be recorded and given to a DSL who will investigate.
- All relevant staff will be kept informed
- When responding to cyberbullying concerns the school will take all available steps to identify the alleged bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.
- Where the alleged bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school policy.
- Parents/carers will be kept informed.
- If bullying has been proven to take place, sanctions will be issued in accordance with the Rewards and Relationships /Right Choices for Learning and Life policy and in consultation with all parties concerned.
- If necessary and appropriate, the police or other local services will be consulted.
- A summary of bullying incidents will be reported to the governors termly.

#### **Racial incidents**

We have a responsibility to report racial incidents to the local authority:

- The DSL will complete the form “report of prejudice related incidents to Children’s Services” and email the form to the Trust HR Officer who will report the incident via the Norfolk schools website
- A summary of racial incidents will be reported to the governors termly.

#### **Supporting Pupils**

*Pupils who have been bullied will be supported by:*



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- Offering an immediate opportunity to discuss the experience with their teacher, tutor, mentor or a member of staff of their choice.
- Reassuring the pupil and providing continuous support.
- Strategies to help restore self-esteem and confidence including restorative practice.
  
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

*Pupils who have bullied will be helped by:*

- Discussing what happened and establishing the concern and the need to change.
- Working with parents/carers to help and support change the attitude and behaviour of the child.
- Providing appropriate education and support.
- Requesting online content be removed and reporting account/content to service provider.
- Sanctioning in line with school policy.
- Employing restorative practice
- Speaking with police or local services.