



ANTI-BULLYING POLICY

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**Schools,
teachers and
pupils freed
to succeed.**
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Context

This policy should be read in conjunction with BMAT's other policies, as set out below:

- Single Equality Policy
- Behaviour Policy
- SEND Policy
- Exclusions Policy

Every school must have measures in place to prevent all forms of bullying. Section 89 of the Education and Inspections Act 2006 states that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's behaviour and anti-bullying policies which must be communicated to all pupils, school staff and parents. Headteachers have the capacity to discipline pupils for bullying behaviour even when the pupil is not on school premises or under the lawful control of school staff.

We are committed to the promotion of community cohesion in our Trust, local, national and global levels, comparing our Academy Trust community to its local and national context and implementing all necessary actions in relation to:

- ethnicity,
- religion or belief, and
- socio-economic background.

In accordance with the values of BMAT we pledge:

- to respect the equal human rights of all our pupils;
- to educate them about equality; and
- to respect the equal rights of our staff and other members of the Academy community.

We will assess and analyse our current Academy practices and implement all necessary resulting actions to ensure pupils are not discriminated against because of their:

- Age
- Disability
- Gender Reassignment
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and Civil Partnership

- Pregnancy or maternity

These 'Protected characteristics' have been set out in law in the Equality Act 2010. BMAT is committed to eliminating practices, which could result in unfair or less favourable treatment for persons with a protected characteristic.

Key definitions used in this policy

ACEO	Assistant Chief Executive Officer
Pupils	Children and young people on roll in Trust schools/academies
School/Trust School	An Academy or school within BMAT
SENCO	The Academy's Special Educational Needs Co-ordinator
Pastoral Support Manager/Officer	The Academy's designated Pastoral Leader
Head of Year	In secondary school, each year group is led by a Head of Year
Executive Principal/Head Teacher	The Executive Principal/Head Teacher oversee the Head Teachers/Heads of School
Head of School / Head Teacher	An Academy is led by a Head of School or Head Teacher the most senior leaders in the school.
The LGB	Local Governing Board
The Trust	BMAT
The Board/Directors/Trust Board	The Board of Directors of BMAT

BMA	Burnt Mill Academy
CS	Cooks Spinney Primary Academy and Nursery
ESJ	Epping St John's
FHS	Forest Hall School
FW	Freshwaters Primary Academy and Nursery
LP	Little Parndon Primary Academy
MC	Magna Carta Primary Academy
MHA	Mark Hall Academy
RDA	Royal Docks Academy
RY	Roydon Primary Academy
SFG	Sir Frederick Gibberd
STEM	BMAT STEM

Each BMAT school is legally defined as an Academy, regardless of whether the term 'school' is used to describe it in the policy.

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1 Vision and Values

BMAT's Mission is to run a community of schools which provide an outstanding education for every individual attending a Trust school. Our schools will be places of aspiration, where individuals matter and confidence flourishes so that achievement for all is outstanding.

We are courageous enough to make the tough decision, to do what's right – even if it's not what's popular. We are unswerving in expecting excellence of our teachers and expecting more of our children – for behaviours, relationships and academic results. We treat each other as peers, not as superiors, and choose to adopt a leadership style that asks: *'How can I help?'*

Maintaining outstanding behaviour is a key priority for all those associated with the school. This policy sets out the expectations and requirements for pupils, the various roles and responsibilities associated with these requirements and the steps that will be taken where bullying has been identified. We recognise that parents/carers have a vital role to play and we strive to establish strong home-school links and communication systems that can be utilised whenever there is concern about bullying behaviour.

We ask parents to work with the school in support of their child's learning, which includes informing the school of any special education needs or personal factors that may result in their child displaying any form of bullying behaviour. We ask that parents be prepared to attend meetings at the school with staff or the headteacher to discuss their child's behaviour and to adhere to any parenting contracts put in place.

The Trust and thus relevant schools in the Trust, will have due regard to equality, as described in our single equality policy, when tackling issues of poor behaviour. Similarly, due regard will be given to issues of Special Educational Needs and Disabilities (SEND) relevant to the behaviour of particular pupils. Please see the separate SEND policy. The nature of sanctions imposed or monitoring systems put in place will take into account such issues. In short, each school will act with fairness and their actions will be proportionate.

Any support to enable all those with 'protected characteristics' under the law and/or have needs under SEND to access information will be provided e.g. alternative languages or amended text.

2 Scope

This policy applies to all pupils in BMAT's Academies. BMAT will ensure that the contents of this policy are communicated to all staff. All parents accept this policy when their children join our school.

BMAT publishes this policy on its website. It is also posted on the Trust's own, separate website

3 Rationale

BMAT is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of our school communities 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. Our schools actively promote positive interpersonal relations between all members of the community. This policy has been developed through consultation which involves all members of the Trust – children, parents, carers and Trust staff. To help meet our principles, we have established an effective and efficient system of communication with pupils, staff, parents and appropriate agencies to provide mutual information, advice and support.

4 Principles

BMAT has a zero-tolerance attitude to bullying. In this respect, this policy is intended to achieve in terms of outcomes:

For pupils: To learn in a safe and calm environment that is free from disruption and in which education is the primary focus. In addition, this policy is designed to enable pupils to recognise bullying is occurring and how to get

help and when to support a victim. Bullied victims will be listened to and reported incidents will be taken seriously and investigated. Following investigation, the bully will receive appropriate interventions and sanctions.

For staff: To effectively perform their roles to enhance the learning and teaching of pupils in a safe, respectful and enriching school

For parents/carers: To be secure that their children are safe, happy, achieving well, fully participating and are gaining skills to enhance their future study and employability.

5 Definition of Bullying

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms: physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils. Bullying has to be sustained, deliberate and either emotionally or physically damaging. Isolated incidents of low level annoyance are not classed as bullying.

The following are examples of bullying which we aim to prevent:

- Physical violence, such as hitting, pushing or spitting at another pupil
- Interfering with another pupil's property by stealing, hiding or damaging it
- Using offensive names when addressing another pupil
- Teasing or spreading rumours about another pupil or his/her family
- Belittling another pupil's abilities and achievements
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms
- Misusing technology (internet or mobiles) to hurt or humiliate another person.
- Ridiculing people's religion, sexual orientation or gender.

Other actions may be construed as bullying, that are not included in this list.

6 Procedures and consequences

- Pupils must report bullying incidents to staff. Staff are required to allow pupils to talk and be listened to in confidence.
- All incidents of bullying will be recorded electronically on Safeguard, our electronic log, even if the incident is minor
- Bullying and threats must be investigated and immediately stopped. A separate report of the investigation will be sent to the EWO to allow patterns of school bullying to be collated and identified
- The Head of Department or Head of Faculty should be informed if bullying occurs within a particular subject. This should also be recorded on Safeguard. The Head of Year and Pastoral Support Manager/Officer are notified via Safeguard.
- The victim(s) of bullying will be supported to raise their self-esteem through skills-improving activities, counselling, regular mentoring and in any other ways that are deemed appropriate referring to external agencies if deemed necessary. An attempt will be made to help bullies change their behaviour, enabling them to recognise that they are masking a problem which they must deal with by developing cooperation skills.

- A range of sanctions (as detailed in the school Behaviour Policy) will be applied to people who are identified as perpetrator(s). Where appropriate, mediation will be conducted in a controlled environment between the perpetrator(s) and their victim(s).
- Parents, both of the victim(s) and perpetrator(s), should be informed in all cases ASAP. The former will be reassured that school is dealing with the bullying issue. Parents of the pupil who is identified as the bully will be asked to discuss the problem with them and supported to seek external help and advice.
- In serious cases exclusion will be considered and, if necessary and appropriate, the police will be informed.
- We will educate pupils about the need to report bullying through our assemblies, tutor time and through the curriculum in S, citizenship and/or PHSE lessons.
- Staff should do their best to prevent bullying before it occurs by being punctual to lessons and supervisory duties and having a well organised classroom. Staff ought to praise cooperative, inclusive, non-confrontational behaviour. It is also important that staff take every opportunity to publicly acknowledge that bullying is not acceptable and encourage the ethos of 'telling'.

7 Participation and Consultation Process

There is an on-going consultation process which includes:

- Awareness raising programmes (curriculum and parent information evenings)
- Surveys distributed to pupils, parents and whole school staff
- Regularly checking the views of elected pupil representatives within the schools e.g. pupil leaders, student council and pupil voice.
- Seeking the views of parents at information evenings or parents' evenings.
- Monitoring evaluation and review.

8 Responsibilities of all Stakeholders

The ACEO/Headteacher/Head of School is ultimately responsible for the well-being of all pupils and staff. All staff, pupils, parents and governors should be made aware of the policy, alongside awareness being raised of the issues associated with bullying in schools. The Designated Safeguarding Lead who oversees anti-bullying in each school has the following responsibilities:

- To ensure all staff are aware of the contents of the 'Anti-Bullying Policy' and that its procedures are adhered to through information and regular training
- To liaise with appropriate staff to ensure the implementation of whole school initiatives to highlight aspects of bullying awareness, such as Anti-Bullying Week, Safer Internet Day, Stop Cyberbullying Day and other events related to anti-bullying
- To ensure the use of appropriate assemblies to highlight aspects of bullying and aspects of the Citizenship curriculum concerned with bullying occurrences
- To ensure the appropriate Head of Year and/or Pastoral Support Manager/Officer monitors pupils involved in bullying and keeps the parents/ carers informed
- To ensure the appropriate Head of Year and/or Pastoral Support Manager/Officer manages bullying incidents appropriately
- To monitor and review evidence of bullying from Safeguard, Heads of Year, classroom teachers and Pupil Leaders.

Heads of Year and Pastoral Support Managers/Officers have the following responsibilities:

- Pupils are expected to show consideration and respect to all members of the school and local community at all times.
- Incidents that constitute bullying should be referred to the victim(s)/perpetrator(s) Head of Year or Pastoral Support Manager/Officer who will liaise with the ACEO/Headteacher/Head of School over action to be taken.

- The Head of Year is responsible for clarifying the facts through thorough investigation and taking statements from the perpetrator(s), any victim(s) and witnesses.
- The Head of Year/Pastoral Support Manager/Officer, having clarified the facts, will inform all parents/carers of the incident and record the incident on Safeguard.
- Continued monitoring of the victim(s)/perpetrator(s) individually by Head of Year or Pastoral Support Manager/Officer.
- Referral to external agencies e.g. Social Services, Family First, Educational Psychologist, Police may be appropriate and will be decided upon by the Safeguarding Lead.

School staff have the following responsibilities:

- To be alert to any potential incident of bullying and intervene when instances are noticed.
- To address minor incidents of disagreement in the capacity of a subject teacher, form tutor, member of staff on duty or as a classroom based and administrative support worker
- To report any incident of bullying to their line manager or Head of Year as appropriate, in addition to making a record of the incident and actions taken on Safeguard.
- To promote equality, consistency and shared learning as indicated in the Equal Opportunities policy.

Pupils have the following responsibilities:

- To ensure that previous victim(s) of perpetrator(s) are not isolated from groups of friends.
- To inform a member of staff that bullying is happening.
- To encourage the victim(s) to join in activities and groups.
- To actively listen, consider and participate in discussion on bullying issues in Citizenship, SRE and PHSE lessons.

Parents and carers have the following responsibilities:

- To report to the relevant Head of Year, Form Teacher or Class Teacher should they feel that their child is being subjected to bullying or have concerns about bullying.
- To be aware of and support the school's position on anti-bullying.
- To work in partnership with the school should a case of bullying involve their child/children.
- Where possible, to contribute in the evaluation of anti-bullying interventions at BMAT schools through parents' meetings, email to school and parent information meetings.

The Responsibilities of All

- Everyone should work together with the common goal of combatting and eliminating bullying.

9 Continuous Professional Development of Staff

- Announcements about changes are made at staff briefing and staff INSETs and a draft document is circulated to all staff for comments and amendments. An updated copy of the full anti-bullying policy is circulated to staff when all adjustments are made and approved by the Trust Board and the individual schools Local Governing Body.

10 Links with other school policies

The policy links with the following areas:

- Child protection. Inclusion. Use of ICT. Whistleblowing policy

- Exclusions policy
- Teaching and Learning policy. Equal opportunities. Marking policy
- Communication. CPD. Health and safety policy. Community cohesion.
- Personal, social, health, economic education. Rewards policy. Sex and relationships.

11 Additional information

If you feel you cannot talk to people you know about bullying, you can contact one of the following external organisations:

ChildLine

ChildLine is the UK's free, confidential helpline for children and young people. They offer advice and support, by phone and online, 24 hours a day. Whenever and wherever you need them, they'll be there. Call 0800 1111.

CyberMentors

CyberMentors is a safe social networking site providing information and support for young people affected by bullying.

Connexions Direct

080 800 13 2 19 for young people aged 13-19. Calls from a landline are free so they won't show on a phone bill. Calls from a mobile are charged but if you ring them on your mobile they will call you back.

EACH

EACH has a freephone helpline for children experiencing homophobic bullying: 0808 1000143. It's open Monday to Friday 10am-5pm.

NSPCC

015154746463

The following websites have lots of information and advice for anyone who has had experience of bullying. The Child Exploitation and Online Protection Centre (CEOP) maintains a website for children and young people, parents and carers about staying safe online:

Think U Know www.thinkuknow.co.uk

NSPCC advice on bullying www.nspcc.org.uk

Childline tips on bullying www.childline.org.uk

Bullying UK www.bullying.co.uk

Kidscape www.kidscape.org.uk

Appendix A – School Information

ACEO	
Headteacher/Head of School	
SENCO	
DSL	
Head of Year 13	
Head of Year 12	
Head of Year 11	
Head of Year 10	
Head of Year 9	
Head of Year 8	
Head of Year 7	
Pastoral Support Manager	
Pastoral Support Officer	