



Anti Bullying Policy

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Approval Date: September 2021

Review Date: September 2022

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also takes into account the DfE statutory guidance “Keeping Children Safe in Education” 2021.

Principles

1. Positive and respectful relationships lead to the best outcomes for all
2. Positive behaviour is encouraged and recognised through rewards
3. Everyone is responsible for the safeguarding and promotion of the well-being of all students and all staff have a duty of care to ensure our students are protected from harm.

1) Definition of Bullying

There may sometimes be misunderstanding about the meaning of the term ‘bullying’. One-off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of ‘bullying’.

There are various types of bullying, but most have three things in common:

- It is deliberately hurtful behaviour
- It is repeated over time
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

There are various forms of bullying which include:

- Physical – e.g. hitting, kicking, taking belongings.
- Verbal – e.g. name calling, insulting, prejudiced remarks.
- Indirect and Social – e.g. spreading malicious rumours, excluding individuals from social groups, family feuds brought into Academy.
- Cyber – e.g. use of email, social networking sites, mobile phone messaging to spread rumours, make malicious comments. (further information for reference in appendix 1)
- Sexual bullying - Sexualised bullying is a behaviour, physical or non-physical, where sexuality or gender is used as a weapon against another.

2) Signs and Symptoms

A young person may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from Academy
- Increased feeling of sadness and/or loneliness
- Loss of desire or interest in things
- begs to be driven to Academy
- changes their usual routine
- is unwilling to attend the Academy
- begins to truant

- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

3) Procedures for dealing with bullying

Monitoring of bullying at LSA:

There is an anonymous form for anyone who is part of the LSA community to report any concerns no matter how small. Access to this form is through the LSA website and Staff, Parents, students and Governors are made aware of this facility. Anonymity may encourage students to speak up who are reluctant to report concerns in person. The process for recording incidents of bullying can be seen below:

- Ensure that bullying incidents are reported to staff
- The victims of bullying must be reassured that they have done the right thing in sharing their concern
- 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.
- 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.
- All parties involved will be interviewed.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns and other staff members will be informed where appropriate.
- Parents should be informed as soon as possible and will be asked to come in to a meeting to discuss the issue if deemed appropriate
- Sanctions (as identified within the school behaviour policy) and support for individuals 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 young person is felt to be at risk of significant harm).
- 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.

Cyberbullying

When responding to cyberbullying concerns, the school will:

- 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 the 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. This may include:
 - 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 students' electronic devices, such as mobile phones, in accordance with the law and also the school behaviour and discipline policy.
 - 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.
- 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.
- **Note:** *Specific guidance is available for school leaders regarding dealing with complaints made on social networking sites by parents/carers:*
<http://www.kelsi.org.uk/child-protection-and-safeguarding/e-safety>

There is a zero tolerance approach to any form of peer on peer abuse, bullying, cyber bullying, prejudiced and discriminatory bullying. LSA staff are trained to identify these forms of bullying. There is a whole school responsibility to promote student welfare (Keeping Children Safe In Education 2021)

Mitigations used when handling incidents of identified bullying at LSA:

Bullying is a serious breach of LSA's Code of Conduct and following appropriate investigation

and considering the circumstances and history, any of the strategies below will be applied.. We are also aware that solely employing a punitive action against the bully may not solve the issue and therefore the approach at LSA will be built around restorative justice.

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 a member of staff
- Being advised to keep a record of the bullying as evidence and discuss how to 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.
- 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).

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 young person.
- 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 school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- 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.

The appropriate consequence or combination of mitigations will always be made clear and implemented based on the severity of the incident.

An attempt will be made to help the perpetrator(s) change their behaviour. Through counselling or mentoring, a plan will be established and reviewed at agreed intervals.

Where appropriate the two (or more) young people will be supported by staff to discuss the issues openly with the support of a restorative justice protocol.

4) Roles and Responsibilities

The Principal is ultimately responsible for the well being of all students and staff. All staff, students, parents and governors should be made aware of the policy alongside awareness being raised of the issues associated with bullying in Academies.

The Pastoral Manager will have responsibility for student well-being and has been designated to oversee the safeguarding and well-being of students. Their role includes the following responsibilities:

- To liaise with the Principal and Designated Safeguarding Lead on all matters regarding the safeguarding of students.
- To ensure all staff are aware of the contents of the 'Anti-Bullying Policy' and that its procedures are adhered to, through regular training
- To liaise with appropriate staff to ensure the implementation of whole Academy initiatives to highlight aspects of bullying, including Anti-Bullying Week.
- To ensure the appropriate staff members monitor students involved in bullying and keep the parents/carers informed.
- To liaise with the police as necessary.

Academy staff have the following responsibilities:

- Staff should be alert to any potential incident of bullying and intervene when instances are noticed
- Minor incidents of disagreement should be addressed by form tutors/subject teachers and can be dealt with effectively by reference to the Eight Essential Rules

Students have the following responsibilities:

- Students should share any concerns they have about themselves or anyone else at LSA being the victim of bullying either in person with a member of staff they feel comfortable in approaching or through the anonymous online form
- Students should show concern for the happiness and well-being of their peers by treating those around them with kindness and consideration. They should be aware that what one person considers harmless teasing or 'banter' may be received very differently.

Mediation and Restorative Justice processes will be conducted when appropriate as part of serious incident follow ups. See *Code of Conduct Policy* for more details.

5) Allegations against staff

LSA believes that all members of the Academy community are entitled to protection from bullying. Inappropriate behaviour between students or staff will not be tolerated and any concerns or allegations of impropriety will be dealt with quickly, fairly and sensitively through the Grievance Procedure Policy.

Any staff disclosing information, regarding inappropriate behaviour by colleagues, will be listened to and supported by the senior leadership team and governors if appropriate.

EVALUATION AND MONITORING

This policy is a dynamic document and will be updated as new guidance is produced or, in response to research, review or other events that have not previously been covered in depth.

Monitoring of the policy will involve consideration of the following data; any reduction in the number of incidents referred for attention; monitoring individual victims/bullies with a view to improved circumstances; positive feedback from parents, students and staff; monitoring of the willingness in students to report instances of concern; tracking of incidents to inform future decisions on availability of network and infrastructure that can access the internet.