Ethos College

Anti-Bullying Policy

July 2023

1	Summary	Anti-Bullying Policy			
2	Responsible person	Diane Parkinson			
3	Accountable ELT member	Rebecca Smith			
4	Applies to	All Staff			
5	Trustees and/or individuals who have overseen development of this policy	Director of Education Chief Financial Officer HR Manager Operation and Compliance Officer			
6	Headteachers/Service Heads who were consulted and have given approval (if applicable)	Rebecca Smith			
7	Equality impact analysis completed	**Policy Screened**	**Y/N**	**Template completed**	**Y/N**
8	Ratifying committee(s) and date of final approval	Executive Leadership team			
9	Version	2.0			
10	Available on	**Every**	**Y**	Trust Website	Y
				Academy Website	Y
				Staff Portal	Y
11	Related documents (if applicable)	Positive behaviour policy			
12	Disseminated to	All directly employed Ethos Academy Trust staff			
13	Date of implementation (when shared)	July 2023			
14	Date of next formal review	July 2026			
15	Consulted with Recognised Trade Unions	N/A			
16	Adopted by Ethos Academy Trust following consultation	N/A			

Contents

Appendices

1. Aims and Objectives

All pupils within Ethos College have the absolute right to be educated in a safe and secure environment and to be protected from anyone who wishes to harm, degrade or abuse them. Ethos College as part of Ethos Academy Trust has a responsibility to respond to incidents of bullying and to emphasise to staff, pupils, their parents/carers and all other stakeholders the Trust's commitment to thoroughly investigate all incidents of bullying so that all pupils can enjoy a safe learning environment. Bullying, harassment and violence are never tolerated. To this end, Ethos College will:

- Fulfil their statutory responsibility to respect the rights of children and to safeguard and protect their welfare
- Address any incidents of bullying through the implementation of Ethos Academy Trust's policies and procedures
- Raise awareness among staff, pupils, parents/carers and wider stakeholders about the issue of bullying to create an environment where bullying is seen as unacceptable
- Be proactive in the prevention of bullying and demonstrate to bullies that their behaviour is unacceptable and reassure victims that action will be taken to keep them safe
- Make staff, pupils, parents/carers and wider stakeholders aware of what actions to take when an incident of bullying has occurred, including access to current training to ensure best practice
- Accurately record all incidents of bullying and monitor the effectiveness of strategies implemented when bullying has occurred
- Address all bullying behaviour in a fair manner in line with the behaviour policy and provide guidance and support so that they can moderate their behaviour
- Ensure that victims of bullying are fully supported by trusted adults within the school environment.

2. Definition

The Department for Education defines bullying as 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (cyber bullying, social media, internet) and can be motivated by prejudice against particular groups, for example, on the grounds of race, religion, gender, sexual orientation or any other identified protected characteristic. Bullying can also be indirect as is often the case in instances of cyber bullying where the perpetrator may be targeting an individual or group whilst sharing an opposing narrative.

School bullying can also be defined as:

 "*The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online*."

Reference: The Anti-Bullying Alliance 2017 www.anti-bullyingalliance.org.uk

The Equality Act 2010 requires public bodies 'to have due regard to the need to eliminate unlawful discrimination, harassment, victimization and any other conduct prohibited by the Act'.

Examples of bullying behaviour can be:

- **Physical** – pushing, poking, kicking, hitting, biting, pinching, spitting
- **Verbal** – name calling, sarcasm, spreading rumours, threats, teasing, belittling
- **Emotional** – isolating others, tormenting, hiding resources, threatening gestures, ridicule humiliation, intimidating, excluding, manipulation and coercion.
- **Sexual** – unwanted physical contact, inappropriate touching, abusive comments, homophobic, bi-phobic or transphobic abuse, exposure to inappropriate films etc.
- **Online/cyber** – posting on social media, sharing photos, sending hateful text messages, social exclusion.
- **Indirect** – can include the exploitation of individuals

3. Prevention

Staff

All staff will be made aware of Ethos Academy Trust's stance on bullying through staff meetings and staff training. Staff will apply the schools anti-bullying policy consistently when episodes of bullying are witnessed by them or reported to them. Staff will regularly reinforce the message to pupils that bullying is unacceptable and will take positive action to prevent it.

Staff will ensure that all incidents of bullying are reported and documented in line with the usual reporting system. Staff are aware of the individual needs of the pupils and will act, based on the particular concern in consideration of the behaviour policy and the child's identified needs.

Following an incident of bullying the aim is to ensure the perpetrator understands the impact of their actions and how the other pupil/s feel. Principles of Restorative Practice are embedded and utilized to ensure that pupils are made aware of the how their behaviours affect other pupils and staff. Through the implementation of Restorative Practice pupils are supported to understand how their actions affect others and what they can do to make sure there are no further incidents.

Pupils

The issue of bullying will be raised with pupils on a number of levels including the following:

- Upon referral to and during the initial visit to the school
- At whole school level through nurture activities, school council and regular drop-down events
- At regular intervals throughout the academic year during assemblies, weekly interventions and other timetabled activities
- Personalised interventions where needed to address any individual concerns.

Pupils will have the opportunity to share their views on bullying through the school council, LGBTQ+ group, personal development lessons and with the trusted adults around them. External providers will be utilized to further raise awareness of bullying.

Ethos College also celebrates our pupils and the characteristics that make us unique. Our pupils have the opportunity to reward each other with a half termly 'peer' award that helps us to identify and recognize individuality in each other.

Parents and Carers

Parents/carers and pupils will be regularly consulted about their views on the effectiveness of anti-bullying strategies at our academies through surveys at parent showcase events and pupil voice sessions.

Information will always be shared with families when there has been an incident of bullying to ensure that the details are shared quickly and accurately to enable a swift and conclusive decision to be made. It is crucial that in all cases of bullying, families are made aware so that they are able to support both their child and the school.

4. Evaluation

Analysis of the gathered data from all stakeholders will be used to inform the development of future anti-bullying strategies and initiatives. Recording of incidents, intervention and implementation of the anti-bullying policy will be quality assured by the Designated Safeguarding Lead and the Intervention Instructor. The Anti-Bullying Policy will be reviewed every three years.

5. Documentation

All episodes of bullying reported to staff either verbally or in writing will be recorded by trained staff on CPOMS. Any safeguarding issues which arise from these incidents will be logged as a safeguarding slip, which will automatically alert all Designated Safeguarding Leads and members of the Senior Leadership Team.

6. Consequences of bullying

Incidents of bullying will be resolved by staff who have positive relationships with the pupil(s). Restorative Practice will always be used (unless inappropriate) to ensure pupils are fully aware of their personal responsibilities. A sanction will be imposed which may include any of the following:

- Eliciting an apology, ensuring that the pupil fully understands the rationale either verbal or written from the perpetrator of the bullying to the victim
- Contacting parents/carers, social workers
- Removal of break or lunch time of the perpetrator for a set period of time

- Asking another adult to mediate between the bully and the victim
- Intervention programme delivered to the perpetrator and/or the victim.

Repeated, or more serious incidents of bullying behaviour may result in:

- Referral to the Senior Leadership Team for further action
- 1:1 targeted intervention work either on site or off site
- As an alternative to a Fixed Term Suspension, a period of time being taught off-site
- External Suspension (Fixed Term Exclusion)

7. Hate Crime and bullying

Definition

In accordance with the Police and the Crown Prosecution Service, the definition of hate crime is:

"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race;
religion or perceived religion; sexual orientation or perceived sexual orientation;
disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender."

There is a distinction between a hate crime and a hate incident. A hate incident is *"any incident in which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender."*

However, a hate incident does not necessarily break the law. Where a hate incident amounts to a criminal offence and is based on one of the five protected characteristics, it is known as a hate crime.

The type of conduct that will be considered as a hate incident is wide ranging and includes the following:

Verbal abuse; harassment; bullying or intimidation; physical attacks; threats of violence; hoax calls, abusive phone or text messages, hate mail; online abuse; displaying or circulating discriminatory literature or posters; graffiti; arson; throwing rubbish in a garden; malicious complaints.

Reference: The Anti-Bullying Alliance 2017 www.anti-bullyingalliance.org.uk

Recording

Incidents of bullying with a racist, faith targeted, homophobic, bi-phobic or transphobic content will be recorded on the MIS system and be referred to the Designated Safeguarding Leads and the Senior Leadership Team. Where appropriate, incidents are shared with the police and all agreed actions are taken alongside external partners and the behaviour policy.

Reporting

If a hate crime has been committed, this will be reported to the police. For hate incidents where a crime has not been committed, perpetrators will be sanctioned in accordance with the schools Behaviour Policy and an intervention programme undertaken.

If an incident raises concerns about a student's welfare, behaviour or circumstances including expressing extremist ideas/terminology, the Designated Safeguarding Lead or Deputy Designated Safeguarding Lead may complete a referral to the PREVENT team after investigation. PREVENT is one strand of the UK's overall counter terrorism strategy, known as CONTEST.

Further guidance on Kirklees' PREVENT and CHANNEL strategies, the referrals process and available support can be found at: https://www.kirklees.gov.uk/beta/community-safety-partners/prevent.aspx

Appendix A: External Support

• If you need urgent assistance with regards to a hate crime, call 101 or 999

• If you find it difficult to talk to anyone at the Trust establishments or at home, ring ChildLine on Freephone 0800

1111, or email www.childline.org.uk the phone call or email is free and it is a confidential helpline

• Bullying support for young people and advice about positive mental health – YoungMinds Website:

www.youngminds.org.uk/vs-bullying. Telephone: 0808 802 5544

• Bullying support and advice, support and guidance about wellbeing, mental health, practical advice and other

issues affecting young people – Website: www.getconnected.org.uk/Bullying Telephone: 0808 808 4994

• NSPCC - http://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/

• Think you Know – Advice and information about social networking, E-Safety and reporting online abuse –

• https://www.thinkuknow.co.uk/

• LGBTQ, Lesbian, Gay, Bisexual, Transgender and Questioning advice about bullying – bullying

• www.diversityrolemodels.org/ www.stonewall.org.uk/

• Advice with regards to hate incidents and crimes www.stophate.uk.org

Local and National Support/ information

• The Safer Kirklees website provides information on hate incident reporting along with the

partnership's Hate Crime Strategy for the town. Additionally, the site includes details of the hate incident

reporting centres, Crown Prosecution Service Fact Sheets and a diagram of the Hate Incident Reporting

Process which illustrates what happens to hate incidents reports once they are received.

• Further information on hate crime nationally, including the prevalence of different types of crime, is available

from the Home Office.

• National organisation Stop Hate UK and True Vision provide further information on hate crimes, including

reporting, training and research