



Preventing and Tackling Bullying policy

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Statement of Intent

Ernulf Academy is committed to creating a safe learning environment, inspiring scholars to develop both personally and academically. Bullying (of all types) is unacceptable and will not be tolerated at our school. We are a telling school. Staff and scholars have a duty to report. This means that anyone who is aware that bullying is happening is expected to report it. The academy endeavours to create an environment.

that allows scholars to express their worries and feel assured that all incidents will be dealt with promptly and effectively.

Our objectives are to ensure all members of our school community contribute to:

- A positive ethos of mutual respect
- Preventing all aspects of bullying through a detailed understanding of what bullying is
- Creating an environment in which scholars can talk about their worries and feel confident that they will be fully supported.

What is bullying:

The Diana Award defines bullying behaviour as:

‘repeated, negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.’

Bullying is the repetitive, targeted and 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.

The Equality Act 2010 legally protects people from discrimination in school as well as the wider society
Equality Act 2010: guidance - GOV.UK (www.gov.uk)

The Equality Act 2020 shows our commitment to preventing and responding effectively to the bullying of protected and vulnerable groups of children including:

- Disabled children / children with SEN,
- Those who are or perceived to be LGBT
- Different race and religion
- Young carers,
- Looked after children
- Appearance
- Sexist and sexual misconduct.

Types of bullying

• **Verbal:** the repeated, negative use of speech, sign language, or verbal gestures to intentionally hurt others, e.g. using hurtful words, discriminatory or offensive language, or swear words.

• **Indirect:** the repeated, negative use of actions, which are neither physical nor verbal, to intentionally hurt others e.g. spreading rumours, purposefully excluding another person, damaging or stealing someone's property, or cyberbullying.

• **Physical:** the repeated, negative use of body contact to intentionally hurt others, e.g. kicking, punching, slapping, inappropriate touching, or spitting.

• **Cyberbullying:** the repeated, negative use of technology to intentionally hurt others e.g. posting unwanted pictures or messages, accessing another person's account without permission, creating fake accounts to impersonate or harass someone, and sharing other people's private information online.

It includes:

- Harassment
- Impersonation
- The creation of websites
- The sharing of images/video-clips
- Video shaming
- Chat room bullying either verbally or through instant messaging

Banter: Banter can be described as playful teasing between friends, usually an equal and generally funny exchange. Whether it's at school, at home between siblings or in the locker room, there will always be comments thrown around in jest

Banter is the playful and friendly exchange of teasing remarks.

Sexual Harassment: Sexual harassment is 'unwanted conduct of a sexual nature'. It can occur online and/or offline. Sexual harassment may violate a child's dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment. Examples include:

- Flirting, gesturing or making sexual remarks about someone's body, clothing or appearance
- Asking questions about someone's sex life
- Telling sexually offensive jokes

- Making sexual comments or jokes about someone's sexual orientation or gender reassignment
- Displaying or sharing pornographic or sexual images, or other sexual content
- Touching someone against their will, for example hugging them
- Sexual assault or rape

What some people might consider as joking, 'banter' or part of the academy culture is still sexual harassment

if:

- The behaviour is of a sexual nature
- It is unwanted
- It violates someone's dignity or creates a hostile environment for them

Sexual harassment is not acceptable and will never be tolerated in our academy. Staff will challenge sexist language, inappropriate behaviour & misogyny, as dismissing or tolerating such behaviours risks normalising them. In the event of an incident occurring between scholars, a range of interventions may occur to support the victim and also the perpetrator, to minimise the likelihood of repeated behaviour.

Depending on the severity of the incident support may include: discussion with parent, restorative conversations, targeted provision including compulsory workshops and 1-1 educational sessions.

Why is it important to respond to bullying?

Nearly a third of all teenagers experience some form of regular bullying behaviour, the majority of which takes

place face-to-face, at or out of school. When cyberbullying behaviour occurs, it is often alongside face-to-face

bullying behaviour. Bullying behaviour of any kind has a detrimental effect on teenagers' mental well-being: more than 60% of young people who experienced bullying behaviour in the last year report a moderate to extreme impact on their self-esteem, confidence, positivity and social life. These effects are still visible 40 years later, with those who experienced bullying behaviour in poorer physical and mental health and more likely to use mental health services. For the health and wellbeing of young people, it is crucial that bullying behaviour is prevented and that online and offline bullying behaviour are tackled together.

Policy Objectives

- To fulfil the academy's statutory responsibility to respect the rights of children and to safeguard and protect their welfare.
- All governors, teaching and associate staff, scholars and parents should have an understanding of what bullying is.
- All governors and teaching and associate staff should know what the academy's policy is on bullying and follow it when bullying is reported.
- All scholars and parents should know what the academy's policy is on bullying and what they should do if bullying arises.
- As an academy we take bullying seriously. Scholars and parents should be assured that they will be supported when bullying is reported.
- To address the problem of bullying through the implementation of the whole academy policies and procedures.
- To raise awareness among staff, scholars and parents/carers about the issue of bullying to create an environment where bullying is seen as unacceptable.
- To be proactive in the prevention of bullying.
- To make staff, scholars and parents/carers aware of what actions to take when an incident of bullying has occurred.

- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies implemented when bullying has occurred.
- To address the behaviour of the bullies with them in a fair manner in line with the academy's behaviour policy and to provide guidance and support so that they can change their behaviour.
- To ensure that victims of bullying are fully supported through an individualised plan including extra supervision and monitoring

Staff responsibilities: All staff will be made aware of the academy's stance on bullying through academy staff meetings, staff CPD and INSET. Staff will be encouraged to apply the anti-bullying policy consistently when episodes of bullying are witnessed by them or reported to them. Staff will regularly reinforce the message to scholars that bullying is unacceptable and will take positive action to prevent it.

- To implement procedures
- To listen to all parties
- To investigate incidents promptly and in as much detail as possible
- To take appropriate action
- To record on the events log and CPOMS
- To communicate with parents
- DSL to engage the support of external agencies where appropriate.
- To create a safe environment where students feel safe throughout the school day
- To guarantee staff supervision is visible, high profile and proactive during social times to ensure a positive environment for all scholars
- All staff to complete training via the Anti Bullying Alliance to make clear their role in modelling respectful behaviour
- All Anti-Bullying Leads (scholars) to complete Anti Bullying Ambassador training from The Diana Award
- Anti-Bullying posters displayed around the academy.
- All staff to behave in a professional manner in line with the staff code of conduct and ensure that they behave in a way that displays exemplary conduct towards each other and scholars.

Many of our scholars do not have the levels of social confidence and competence, and the robust friendship bonds that can protect against bullying; therefore, there is a whole school responsibility to ensure that: ongoing teaching and learning takes place (Personal Development), Key Worker/Pastoral Intervention and educational workshops reflect strategies to address emotionally hurtful or aggressive behaviour.

Scholar Leadership: Scholars have a duty to report.

- Scholars can report directly to a member of staff
- Concerns can be posted anonymously through the 'Worry Box' in the library.
- Scholars can also complete the 'Bullying Incident Form' and hand this in to a member of staff to investigate.
- Scholars can report through the email address: staysafe@astreaernulf.org

Anti-Bullying Ambassadors

- Our Ambassadors are expertly trained by the Diana Award and supported by 2 staff leads. We will be increasing this number over the upcoming academic years.
- Ambassadors promote Anti Bullying around the academy, organise events, lead on assemblies, organise campaigns, engaging in activities to earn badges from the Diana Award and promote an Anti-Bullying ethos at our academy.

Whole-community responsibility

- Regular Anti Bullying Assemblies, scholar-friendly Anti Bullying Policy, targeted sessions throughout the academic year.
- Scholars and parents are provided with opportunities to give feedback on the effectiveness of the academy's anti-bullying strategies, and the extent to which they feel safe in school.
- Scholars are empowered to take a lead in anti-bullying work through groups such as the Scholar Council and The Anti-Bullying Ambassadors.
- Diana Award Programme: Whole school programme which focuses on reducing other kinds of bullying including homophobic, bi-phobic and transphobic bullying; sexual and sexist bullying; misogynistic language and, racist and faith targeted bullying

Signs and indicators

A scholar may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a scholar:

- Change of friendship groups
- School rejection
- Frightened of walking to or from the academy
- Unwilling to go to the academy (school phobic)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Severe cases of depression
- Illness at certain times in the day
- Begins to do poorly on academy work
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Stops eating
- Is frightened to say what's wrong

This list is not exhaustive. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and will be investigated if there are uncertainties.

Sanctions

Incident Type	Sanction/Intervention
1 or 2 incidents – (minor name calling, spreading rumours, teasing, gossiping, negative texting, pushing) - will be classed as bullying behaviours	Restorative conversation, phone call home, negatives issued, resolve amicably where possible, verbal warning
3 or more incidents involving the same scholars (persistent bullying, serious incident, physical assault) – will be classed as a bullying incident	Referral Space, detention issued, parent call &/or meeting, suspension considered, behaviour contract.

Hate Crime and Bullying

Ernulf Academy ensures that all members of our school community are free from bullying and harassment because of their ethnicity, faith, gender, sexuality, disability or socio-economic background. We

implement a zero tolerance approach to all hate related incidents. These are incidents motivated by prejudice, where the perpetrator targets a victim based on their membership, or perceived membership, of a social group or race.

Although this is not an exhaustive list, most hate incidents can be categorised into one of the following areas:

- Ethnicity / Race
- Sexual orientation
- Religious / Belief
- Gender identity
- Disability / Health (Physical or SEN)

Definition of Hate Crime: 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

The Anti-Bullying Alliance

In the event of a hate incident occurring in school, a range of interventions may occur to support the victim and the perpetrator, to minimise the likelihood of repeated behaviour. Depending on the severity of the incident, support may include:

- Incidents are reported through the any member of Staff or the DSL.
- All cases of bullying will be recorded on CPOMS by key staff.
- Behaviour system will be implemented
- Possible suspension
- Detentions will be issued
- Time the referral space
- Liaison with parent and other professionals if necessary

- Restorative conversation
- Targeted educational intervention for the perpetrator
- Behaviour contract
- Removal of social times
- Targeted assemblies/talks from external agencies
- If necessary and appropriate, police will be consulted
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention: We will use methods for helping children to prevent bullying. As and when appropriate, these may include:

- Following the behaviour system
- Utilising Peer Mentor support
- Signing a behaviour contract
- Ongoing discussions about bullying and why it matters with a Teacher, Tutor or SLT
- Meeting with parents/carers or other outside agencies
- Involving social workers and/or other professionals

Parents and Carers: Parents/carers and scholars will be regularly consulted about their views on the effectiveness of anti-bullying strategies at the academy.

Evaluation: Data gathering and analysis of the data from all stakeholders will be used to inform the development of future anti-bullying strategies and initiatives. The Anti-Bullying Policy will be reviewed every three years by the Designated Safeguarding Lead and the Anti Bullying Lead. We will then coordinate a wholeschool approach to anti-bullying.

Documentation: All episodes of bullying reported to staff either verbally, written or by using the reporting system on the Academy website will be recorded by designated staff on a confidential database.

Recording: Incidents of bullying with a racist, faith targeted, homophobic, bi-phobic or transphobic content will be recorded on a database.

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

If an incident raises concerns about a pupil's welfare, behaviour or circumstances including expressing extremist ideas/terminology, the Designated Safeguarding Lead or Deputy Designated Safeguarding Leads 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.

Reporting: All staff have a responsibility to challenge bullying. The academy endeavours to ensure that teachers and scholar-facing staff are equipped with the necessary skills and knowledge to identify and address all types of bullying effectively and safely.

All allegations of bullying will be investigated and dealt with firmly and fairly. Initially, we will investigate the report by speaking to the suspected victim and bully, as well as any witnesses to the incident(s).

Our priorities ensure that:

- The victim is safe
- The victim is supported
- Parents are informed so they can offer support

- All incidents are logged on the tracker
- Sanctions/support are implemented for both the scholar and the perpetrator
- Perpetrator is invited to attend an educational workshop to stop the bullying happening again
- In serious cases, suspension will be considered.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Reviewing: To monitor the effectiveness of the implemented strategies, the school will review/obtain information including:

- Fortnightly meeting with the Anti Bullying Ambassadors.
- Annual survey review with the Anti Bullying Alliance, monitoring the effectiveness of our strategies from the start to the end of the academic year.
- Scholar Council/Ambassadors to provide a Scholar Voice
- Staff voice
- Monitoring incidents of bullying and harassment
- Monitoring attendance, attainment and progress