

Anti-Bullying Policy

Designation	Name	Date	Signature
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Monitoring and Evaluation	
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Review delegated to:	Quality of Education Committee

Document Version control

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1.0	Initial set-up of Trust-wide policy	October 2020
	Review – 2.3.6 added	September 2022
	Review – updates and revisions	September 2024

1. Introduction

- 1.1. SAND Academies Trust (the School) expects all of the school community to treat other people with courtesy and respect. Everyone has the right to a safe environment where education is the primary focus. The School regards bullying as unacceptable and all allegations of bullying will be taken seriously and pursued.
- 1.2. This Anti-Bullying Policy is compliant with: The Education (Independent School Standards) (England) Regulations 2014 as amended; Preventing and tackling bullying advice (July 2017); and Cyberbullying: advice for head teachers and school staff (November 2014).
- 1.3. This policy should be read in conjunction with the Safeguarding and Child Protection Policy, Behaviour Policy, Acceptable Use Policy.

2. What is bullying?

- 2.1. Bullying is behaviour by an individual or group repeated over time that intentionally hurts another either physically or emotionally. Bullying is often motivated by prejudice against:
- 2.2. particular groups, for example on the grounds of race, gender, sexual orientation, special educational needs or disabilities, including LGBTQ+ and Gypsy, Roma, Traveller communities and those who suffer Mental Health issues
- 2.3. Bullying may constitute:
 - 2.3.1. Physical bullying including: fighting; damaging someone's property; or initiation ceremonies.
 - 2.3.2. Emotional or psychological bullying including: social isolation; spreading rumours; or being deliberately unfriendly.
 - 2.3.3. Verbal bullying including: negative remarks about a person's race, home circumstances or physical appearance.
 - 2.3.4. Sexual harassment including: making inappropriate comments about attractiveness; uninvited propositions; or uninvited touching.
 - 2.3.5. Cyber-bullying: the use of information and communications technology, particularly mobile phones, email, social websites, text messages, cameras and the internet, deliberately to upset someone else.
 - 2.3.6. Child-on-child abuse including: bullying; abuse in intimate personal relationships between children; physical abuse; sexual violence and harassment; consensual and non-consensual sharing of nude or semi-nude images and/or videos; causing someone to engage in sexual activity without consent; upskirting; initiation/hazing type violence and rituals.
 - 2.3.7. Any form of hate crime.
- 2.4. Bullying causes fear and distress for the victim and may distract them from their school work. It may affect victims' mental health in both the short and long term. It may also affect other pupils who witness it and it can harm the atmosphere in the entire School.

3. Signs of Bullying

- 3.1. It is not always easy to tell whether someone is being bullied.
- 3.2. People who feel under pressure may find it hard to talk but there may be changes in behaviour, such as nervousness or demands for attention.
- 3.3. Pupils may also be unwilling to attend school.

4. Vulnerable pupils

- 4.1. Bullying may particularly affect the most vulnerable pupils which includes those with special educational needs and children in care.
- 4.2. The School has a duty under the Equality Act 2010 in relation to pupils with protected characteristics (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) to have due regard to the need to:
 - 4.2.1. Eliminate unlawful discrimination, harassment and victimisation;
 - 4.2.2. Advance equality of opportunity between people who share a protected characteristic and those who do not share it; and
 - 4.2.3. Foster good relations between people who share a protected characteristic and people who do not share it.
- 4.3. The School is committed to complying with this duty and supporting its pupils to prevent and address any incidents of bullying.

5. Responsibilities

- 5.1. Staff, pupils and parents have a responsibility to show that any form of bullying is unacceptable and to set a good example.
- 5.2. The School will teach pupils that bullying is wrong by addressing the issue with pupils in lessons and assemblies.
- 5.3. Positive values of mutual respect will be promoted within the School in a wide range of contexts, for example: school and class ethos, assemblies, sporting activities /fixtures, PSHE Curriculum, Personal Development activities, trips and outings
- 5.4. Staff are always on duty when pupils are not in class and walk around the school site at break times.
- 5.5. Where possible, if bullying is observed by staff, it should be challenged at the time and the safety and well-being of the victim ensured.
- 5.6. The school will ensure that all incidents are promptly and effectively recorded through the school's online reporting and recording system.

5.7. The School expects staff, pupils and parents to:

- 5.7.1. Treat other people with respect;
- 5.7.2. Be sensitive to the fact that what may seem fun to some may seem much more threatening to others;
- 5.7.3. Show kindness to those who appear unhappy or vulnerable; and
- 5.7.4. Make a stand against those who go against these aims.

6. Reporting bullying

- 6.1. Everyone should help to create an atmosphere in which bullying will be taken seriously.
- 6.2. A pupil who is being bullied should tell their parents and a teacher.
- 6.3. A pupil may seek advice from the class teacher, a named trusted adult, a member of the Senior Leadership Team, Behaviour Team, Pastoral Support Team, or any member of staff with whom they have a trusting relationship
- 6.4. It is important that any cases of bullying are reported to someone whom the victim feels able to talk to.
- 6.5. Pupils may also approach, if they find it easier, older children who have been appointed to provide support during playtimes.
- 6.6. Any person who suspects bullying should report it to a teacher, Senior Leader or member of the Safeguarding Team.
- 6.7. Parents who are concerned that a pupil (whether their own child or another pupil) may be being bullied should always report it to a teacher.
- 6.8. Members of staff who identify or suspect bullying must complete an incident report form via the school's online recording and reporting system, and send it to the Headteacher.

7. Tackling bullying

- 7.1. The School will take measures to tackle bullying, however innocuous this may appear, and these may include the following:
 - 7.1.1. Raising the awareness of staff through anti-bullying training at induction and on an ongoing basis.
 - 7.1.2. Involving parents to ensure that they are clear that the School does not tolerate bullying and ensuring that parents are aware of who to contact if they believe that their child is being bullied.
 - 7.1.3. Using the curriculum to promote positive relationships.
 - 7.1.4. Implementing an Acceptable Use of Technology Policy. It is not acceptable for pupils to bully anyone either on the School's computers or at home. The School monitors its network and pupils are educated in the safe use of digital technologies.

- 7.1.5. The School will implement disciplinary sanctions for bullying behaviour in accordance with its Behaviour Policy. Disciplinary sanctions will be applied fairly, consistently and reasonably. Staff may discipline pupils for misbehaving in School and where reasonable outside School premises. Disciplinary sanctions may extend to exclusion in the most serious cases. Staff will consider the reasons behind bullying to establish whether the perpetrator may themselves need support.
- 7.1.6. Staff have search powers to seize and confiscate prohibited items. Staff can search for and delete inappropriate images on electronic devices (see Searching, Screening and Confiscation Policy).
- 7.1.7. The School will provide support for pupils who are bullied. This may include asking the pastoral team to provide support; providing counselling; or making a referral to Child and Adolescent Mental Health Services. The School may also offer counselling to the perpetrator where appropriate to seek to change their behaviour.
- 7.1.8. The School will do all it can to ensure that bullied pupils continue to attend School. This may include using separate on-site provision that provides respite for bullied pupils whilst maintaining their education.
- 7.1.9. The School will work with the police and children's services where bullying is particularly serious or persistent and/or where a criminal offence may have been committed. A bullying incident should be addressed as a child protection concern when there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. Where this is the case, staff must discuss this with the School's Designated Safeguarding Lead and their concerns will be reported to Gloucestershire local authority's children's social care in accordance with our Safeguarding Policy.

8. Criminal law

- 8.1. Bullying is not a specific criminal offence in the UK, however, some types of harassing or threatening behaviour could be a criminal offence.
- 8.2. Under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.
- 8.3. If staff believe that an offence may have been committed, they should contact the police.

9. Records

- 9.1. A confidential record is kept of all bullying incidents, and all relevant Senior Leaders (Headteacher, Head of Department) are informed.
- 9.2. This record will be made available to the Board of Trustees to enable the Trustees to monitor the number of incidents and identify any patterns to assist the Senior Leadership Team in making improvements.

10. Additional information and guidance

10.1 Schools should be aware of the case of (Children of Family Y) from within Gloucestershire, which was also considered by the NSPCC when conducting a national review of cases where harmful sexual behaviour was identified.

<https://proceduresonline.com/trixcms1/media/10551/childrenof-family-y-final.pdf> The learning from the national review is available via

<https://learning.nspcc.org.uk/researchresources/learning-from-case-reviews/harmful-sexualbehaviour>

10.2 Harmful Sexual Behaviour in School Resources | SWGfL provide additional information and resources to assist schools with dealing with harmful sexual behaviour

10.3 Information on Child on Child abuse can be found within the links below. [addressing-child-on-child-abuse.pdf](#) (farrer.co.uk) Support is also available through webinars about Hate Crime - Playback (gccplustraining.org)