



1. Introduction

The Eastern Multi Academy Trust regards bullying as particularly serious and firm action will always be taken against it. This policy aims to produce a consistent response by each Academy within the Trust to any bullying incidents that may take place. The Trust takes very seriously its legal duty to draw up effective procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. All Academies within the Trust will encourage all pupils to report bullying. All teaching and support staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with the Trust's Policy.

The Trust intends to implement an Anti-Bullying Policy that reflects the aims and policies of the DfE reflected in, 'Don't Suffer in Silence', an anti-bullying pack for schools www.governor.co.uk. This complies with the Human Rights Act 1998 and the Equality Act 2010.

The aim of our Anti-Bullying Policy is to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Within the curriculum, each Academy will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. Staff will praise and encourage pupils when they show kindness and consideration to others. Each Academy will take every opportunity to demonstrate to pupils, through the curriculum and by example that it is totally opposed to bullying, and that it will not tolerate bullying and will seek to deal with it quickly and effectively. We believe all pupils should be able to work in a caring, supportive environment and bullying has no place in this vision.

2. Bullying Definition of Bullying

- Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. (*Preventing and Tackling Bulling, Advice for Head Teachers, Staff and Governing Bodies, DfE, 2011, p.4*)
- The Trust recognises that any pupil can be bullied but certain factors can make bullying more likely: a lack of close friends in the Academy; shyness; race, religion, sexual orientation or social class; a disability or some other obvious difference.
- Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:
 - Physical (hitting, kicking, theft)
 - Verbal (name calling, racist remarks)
 - Psychological (spreading rumours, excluding someone from social groups)
 - Misuse of mobile phones or internet message boards and chat rooms
 - Pupils who are being bullied may show changes in behaviour, such as becoming shy, anxious, withdrawn and nervous, feigning illness, taking unusual absences, lateness or prefers to stay with adults. There may be evidence of changes in work patterns, deterioration in work, lack of concentration or truanting from school. Staff will be vigilant for all signs of bullying

3. Roles and Responsibilities

Bullying in our Academies is everyone's problem. All staff, students and parents/carers should be aware that bullying exists and share a commitment to combat it and to make the school environment a happier place for everyone. The responsibility for ensuring the health and safety of all students rests not only on the Principal and Governing Body (GB), but on every member of staff. Everyone has a duty of care to observe, monitor and report any behaviour, conversation or action which they suspect.

While all staff have a legal obligation to ensure that every action, however apparently small or insignificant is dealt with and reported, the Senior Leadership Team is responsible for the overall co-ordination and monitoring of this important policy.

We recognise that parents/carers have a key role to play supporting victims and counselling instigators and we will work closely with parents/carers to deal with bullying. The Trust fully supports the DfE initiative: 'Bullying – A Charter For Action' and we will work towards the full implementation of the guidance in this.

4. Preventing Bullying

The Trust will have a clear strategy, which it will share with all staff through a dedicated professional development programme. This strategy will be clearly and comprehensively communicated to every member of our student population, their families and where appropriate with the community. This strategy will be based on current best practice. Each Academy within the Trust will take every opportunity to demonstrate to students, through the curriculum (PSHE and Anti-Bullying Week), pastoral programmes, displays, assemblies and by example, that it is totally opposed to bullying.

Staff will not ignore bullying or suspected bullying. All Academy staff will intervene to prevent bullying incidents from taking place. After initial intervention, a referral will be made to a member of the Senior Leadership Team. We will encourage pupils to report any incidents of bullying to a teacher or other adult. We will ensure that all staff, pupils and parents/carers are aware of the Trust's Anti-Bullying Policy.

Staff will praise and encourage pupils when they show kindness and consideration to others.

Staff will be alerted to possible bullying if a pupil presents in the following ways:

1. Becomes withdrawn and anxious
2. Shows deterioration in their work
3. Starts to attend erratically or truant
4. Complains of illness frequently
5. Persistently arrives late
6. Has unexplained injuries
7. Shows significant changes in routine and attitudes.

This list is not exhaustive and staff and parents should be alert and communicate any concerns. Any student who has knowledge of an incident of bullying will be encouraged to report to an appropriate adult or student. Bullying must never be kept a secret.

5. Homophobic Bullying

The Trust and its academies will take an active approach to tackle all kinds of bullying, including homophobic bullying and will follow the guidance in the publication, 'Safe to Learn: Embedding Anti-Bullying Work in Schools - Preventing and Responding to Homophobic bullying in schools'.

Homophobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual (LGB) people and can be experienced by;

- Young people who are or who are thought to be LGB
- Young people who are different in some way and who may not act like others
- Young people who have gay friends or family or their parents/carers are gay
- Teachers who may or may not be LGBT

The Trust recognises that homophobic bullying looks like other bullying but may include;

- Verbal abuse – including spreading rumours that someone is gay
- Physical abuse – including hitting, punching, kicking, sexual assault and threatening behaviour
- Cyber-bullying – using on-line spaces to spread rumours about someone or exclude them (This can include text messaging including picture and video messaging)
- Staff will also challenge casual homophobic language and will ensure anyone who makes persistent remarks is removed from the classroom and made to understand the consequences of their behaviour in terms of sanctions.

6. Sexist, Sexual and Transphobic Bullying

Sexist bullying

This is bullying based on sexist attitudes that when expressed demean, intimidate or harm another person because of their sex or gender. These attitudes are commonly based around the assumption that women are subordinate to men, or are inferior. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

Sexual Bullying

This is bullying behaviour that has a specific sexual dimension or a sexual dynamic and it may be physical, verbal or non-verbal/psychological. Behaviours may involve suggestive sexual comments or innuendo including offensive comments about sexual reputation; or using sexual language that is designed to subordinate, humiliate or intimidate. It is also commonly underpinned by sexist attitudes or gender stereotypes. Sexual bullying can be seen as sexual harassment in schools. Both sexual and transphobic bullying may affect boys and girls.

Transphobic Bullying

Transphobic bullying stems from a hatred or fear of people who are transgender. 'Transgender' is an umbrella term that describes people whose sense of their gender or gender identity is seen as being different to typical gender norms. Transgender people commonly feel that their biological body is not aligned with their inner sense of gender identity. This leads some people to live in the gender role in which they feel more comfortable and which relates to their own sense of their gender identity rather than to their biological body. Where children and young people are perceived not to be conforming to the dominant gender roles that may be widely expected of them, staff will be alert for signs of bullying. Transphobic bullying is commonly underpinned by sexist attitudes. Boys and girls may be equally affected. An individual may also experience transphobic bullying as a result of perceptions that a parent, relative or other significant figure displays gender 'variance' or is transgender.

The need to address sexist, sexual and transphobic bullying will be viewed in the wider context of the Trust's duty to promote pupil well-being and to promote community cohesion.

We understand that sexist, sexual and transphobic bullying is fundamentally an issue of equality. Although girls are most frequently harmed by sexist and sexual bullying, both sexual and transphobic bullying may affect boys and girls. We will consider all pupils as potentially at risk of such bullying, particularly where they are perceived by others not to conform to dominant or stereotypical gender roles.

The Trust will respond to and prevent this type of bullying by following the DfE, 'Guidance for Schools on Preventing and Responding to Sexist, Sexual and Transphobic Bullying' (2009) which is part of the suite of documents that comprise 'Safe to Learn: Embedding Anti-bullying Work in Schools'.

<http://publications.DfE.gov.uk/eOrderingDownload/DFE-01136-2009.pdf>

7. Cyberbullying and the Internet

The Trust will follow the DfE guidance on preventing and dealing with cyberbullying summarised in the document, 'Cyberbullying – A whole-school community issue.' A useful leaflet produced from this guidance can be downloaded at;

<http://publications.teachernet.gov.uk/eOrderingDownload/Cyberbullying-leaflet.pdf>

The Trust will also follow the BECTA guidance on safe internet use and ensure all students are taught how to protect themselves when using the internet.

Staff will promote and develop a culture of confident technology users, to support innovation, e-safety and digital literacy skills. To raise awareness of and tackle cyberbullying staff will;

- Ensure the whole Academy community understand and talk about cyberbullying
- Ensure all policies and practices including ICT Acceptable Use Policies are shared with all staff, pupils and parents/carers
- Make reporting cyberbullying easier by providing and publicising different ways of reporting it
- Promoting the positive use of technology including e-safety and digital literacy
- Evaluate the impact of preventative initiatives by using surveys etc. to collect feedback
- Bullying by text message and mobile phones
- A record will be kept of the date and time of any offensive messages
- Pupils will be encouraged to show the messages to a member of Academy staff
- Pupils who report bullying by text message will be taken seriously
- The student's family may need to contact the police if the cyberbullying is serious and if a potential criminal offence has been committed
- If such bullying is carried out on a persistent basis or if there is threat of violence, it will be treated as any other serious bullying incident
- Malicious e-mails will be dealt with in the same manner

- Pupils who take photographs or videos on their phones with malicious intent will be dealt with in the same manner

8. Bullying around Race, Religion and Culture

The full guidance for tackling and preventing this type of bullying can be accessed at: <http://www.education.gov.uk/aboutdfe/advice/f0076899/preventing-and-tackling-bullying>

The Trust recognises that our academies need to have a tolerant and diverse community where racism and bullying should have no place. Every child deserves respect and a safe learning environment whatever their racial or religious background and every child needs to learn that modern British society values diversity and mutual respect. We also know that racist bullying is an aspect of bullying that schools and academies find particularly challenging. The law recognises the seriousness of abuse and attacks that are motivated by racism. The Trust has a duty at law to promote equality. Creating an ethos where racist bullying rarely happens, and is dealt with convincingly when it does, is one way in which we can fulfil that duty, and one aspect of the Trust's Equality Policy.

9. Dealing with Bullying Incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, Academy staff will:

- Not ignore it
- Not make premature assumptions
- Listen to all accounts of the incidents
- Adopt a problem-solving approach that encourages pupils to find solutions rather than simply justify themselves
- Make regular follow-up checks to ensure that bullying has not resumed.

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Leadership Team.
- The member of the Senior Leadership Team will interview all concerned and will formally record the incident.
- Class teachers will be kept informed.
- Parents / Carers will be kept informed at all times.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

10. If a Pupil is Bullied

Staff who receive a report of bullying from a pupil will:

- Listen to the pupil's account of the incident
- Reassure the pupil that reporting the bullying incident was the right thing to do
- Make it clear to the pupil that he or she is not to blame for what has happened
- Make a note of what the pupil says
- Explain that the pupil should report any further incidents to a teacher or other member of staff immediately.

Staff will ask the pupil:

- What has happened;
- How often it has happened;
- Who was involved; where it happened;
- Who saw what happened;
- What he or she has done about it already.

This information will be referred as soon as possible to the Class Teacher and Senior Leadership Team.

11. Advice and Support to Pupils

The Academy staff will advise pupils who are caught up in bullying incidents to:

- Stay calm and look as confident as possible
- Try to be firm and clear and tell them to stop
- Get away from the situation as quickly as possible
- Immediately tell an adult what has happened
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Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
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Staff will spend time to help pupils who have bullied others to change their behaviour. If a pupil is bullying others, staff will:

- Talk to the pupil and explain that bullying is wrong and makes others unhappy
- Discuss with the pupil how to join in with others without bullying
- Talk to the pupil about how things are going at school, his or her progress and friends
- Give the pupil lots of praise and encouragement when he or she is being kind and considerate to others
- Involve parents / carers when appropriate

12. Dealing with Serious Bullying

If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with under the Trust's Discipline Policy.

The bully may be:

- Removed from the group
- Be put in detention; be placed isolation
- Be banned from a school trip or other events where these are not an essential part of the curriculum
- Given an official warning, be reported for anti-social behaviour to the police,
- Be excluded for a fixed period

In the most serious cases, permanent exclusion may be considered if the bullying:

- Involves serious actual or threatened violence against another pupil
- Amounts to persistent and defiant misbehaviour.

13. Recording Incidents

All incidents of bullying and discussions with the pupils involved will be recorded, along with the Academy's response to the incident.

14. Co-operating with Parents and Carers

The Trust and its academies will work with parents in dealing with bullying. Bullying in our academies is everyone's problem. All staff, pupils and parents / carers should be aware that bullying can exist and share a commitment to combat it and to make school a happier place for everyone.

The Academy will ensure that parents /carers are aware of the Trust's Anti-Bullying Policy. Parents, carers and families are often the first to detect signs of bullying. Common physical symptoms include headaches, stomach aches, anxiety and irritability. The Academy will encourage parents who suspect that a child is bullying or being bullied to immediately contact the Academy and make an appointment to see the child's class teacher or member of the Senior Leadership Team as soon as possible. Parents and carers will be informed of incidents and involved in discussions. The Academy will discuss with parents/carers how they can work together to stop the bullying.

15. Monitoring, Evaluation and Review

The Trust Board will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout each Academy.