Anti-Bullying Policy
March 2024

1. Context

1.1 The JCB Academy has a 'duty of care' towards its learners due to the fact that the Principal and academy staff stand in 'loco parentis' or in place of the parents[1]. This duty of care extends to protecting learners from the harm which can be caused by bullying.

2. Duty and obligation

2.1 The academy has a duty to protect all its learners and to provide them with a safe, healthy environment; these obligations are enshrined in law and the Department for Education (DfE) provides guidance for all schools, including academies and free schools, which outlines the duty on them to prevent and tackle bullying: https://www.gov.uk/government/publications/preventing-and-tackling-bullying

2.2 The Education Act (2002), Section 175, places a legal duty on all schools to promote the welfare of children; statutory guidance issued under S175, *Keeping Children Safe in Education,* which is updated annually, outlines what education settings must do to keep learners safe from bullying.

2.3 *Working Together to Safeguard Children* (2015) states that education settings have an obligation to:

- Promote the wellbeing of all its learners.

- Develop a policy which encourages good behaviour, tolerance and respect for others on the part of learners and in particular to prevent all forms of bullying amongst learners.

- Establish procedures for dealing with all reports of bullying.

3. What is bullying?

3.1 Whilst there is no legal definition of bullying, The Anti-Bullying Alliance defines bullying as:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

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[1] Within this document, the term parent refers to those with parental responsibility for a learner

3.2   Bullying can be direct or indirect and includes, but is not restricted to:

- <u>Verbal bullying</u>. Such as name-calling, taunting, mocking, making offensive comments and teasing.

- <u>Physical bullying</u>. Such as kicking, hitting, punching, pushing and pinching.

- <u>Emotional bullying</u>. Such as producing offensive graffiti, excluding people from groups, spreading hurtful and untrue rumours, being forced to do things against own will and taking belongings or money.

- <u>Cyber/Online bullying</u>. The rapid development of, and widespread access to, mobile technology has enabled 'virtual' bullying, which can occur in or outside of school. Cyber bullying can happen at all times of the day, with a potentially bigger audience and more accessories as people forward on inappropriate content with a single click. It can include offensive text messaging, emailing or sending degrading images by telephone or via the internet and setting up social media sites with the intention to exclude individuals or to ridicule or embarrass them with the content which is then shared with other young people.

- <u>Racist bullying</u>. Such as racial taunts, graffiti, gestures, inappropriate jokes or language. Incidents of racist bullying are logged independently of the bullying log, are always investigated by a member of the Senior Leadership Team (SLT) and parents will always be informed.

- <u>Sexual bullying</u>. Such as unwanted physical contact, sexually abusive comments. Incidents of sexual bullying are logged on CPOMS and a member of the SLT and parents are informed of the intervention process and outcomes.

- <u>Homophobic bullying</u>. Such as inappropriate language, ridicule, exclusion of an individual in relation to their sexuality, either perceived or known. Incidents of homophobic bullying are logged on CPOMS and a member of the SLT and parents are informed of the intervention process and outcomes.

3.3   Bullying can happen in isolation or in the presence of others.

3.4   Any bullying which takes place outside of the academy will be treated in the same way as any bullying which takes place on academy premises or on academy transport.

4.   <u>Objectives</u>

- All Trustees, teaching and support staff, learners and parents have a clear understanding of what bullying is and that it is never acceptable.

- All Trustees and teaching and support staff know what the academy's policy is on bullying and follow it when they are concerned that bullying is taking place or it is reported to them.

- All learners and parents know what the academy's policy is on bullying and what to do if bullying takes place.

- Consistency in practice within the academy community.

- Learners and parents are confident that they will be supported when bullying is reported.

5.   Inclusion and equality

5.1   Every member of the academy community is entitled to expect equality of protection from bullying, regardless of their race, ethnicity, gender, age, religion, disability and sexuality. This is to ensure that anti-bullying provision is provided in a sensitive and non-judgemental way that enables all learners, staff and the wider academy community to feel valued and included in terms of policy and practice.

6.   Dealing with bullying incidents

6.1   The academy is committed to providing a caring, friendly and safe environment for all its learners so that they can learn in a safe and secure atmosphere.

6.2   The academy seeks to foster an environment where bullying is discussed in an open and honest way, with a clear understanding that bullying of any kind is unacceptable and is never tolerated. If and when bullying does occur, all learners should feel able to report it in the confidence that incidents will be dealt with promptly, effectively and in a way which reassures the learner that reporting the incident was the correct course of action. Therefore, *anyone* who knows that bullying is happening is expected to log the concern on the academy's safeguarding system, 'Safeguard My School', without delay to enable early intervention by Pastoral staff.

7.   Procedures and record keeping

7.1   All bullying incidents must be logged on 'Safeguard My School' CPOMS by the member of staff who observes the bullying or who has had bullying reported to them.

7.2   The incident will be assigned to an appropriate member of Pastoral staff for further investigation; this process will be carried out quickly with the intention that the bullying is stopped without delay and the victim of the bullying behaviour is kept safe.

7.3 An appropriate member of Pastoral staff will support the learner who is the potential victim of bullying behaviour.

7.4 In some instances parents will be informed and asked to come into the academy for a meeting to discuss the problem.

7.5 If necessary and appropriate the Police will be consulted.

7.6 If necessary and appropriate the bullied learner will be offered additional and ongoing support.

7.7 The bully will receive support to help him/her to change her/his behaviour. An intervention programme for use of inappropriate language and bullying involving:

- sanctions;
- parent involvement;
- restorative justice; and
- education

will be carried out and recorded on Provision Maps and the impact measured.

7.8 The Learner Wellbeing and Safeguarding Team Leader will collate data and submit a report to the Link Trustees for Safeguarding and Learner Welfare who will scrutinise and challenge key staff.

8. <u>Support for learners who are bullied</u>

8.1 Learners who have been bullied will be supported through a range of methods including:

- Offering an immediate opportunity to discuss the experience with their mentor or another member of staff of their choice.

- Reassurance by the member of staff involved in investigating the incident that the matter has been taken seriously and investigated thoroughly.

- Offering continuous support through discussion with the learner to establish their view of how they wish to be supported and which strategies should be implemented to reassure them and keep them safe.

- Restoring self-esteem and confidence which may have been negatively impacted by their bullying experience.

- In some instances learners will be referred for counselling to help them to overcome the effects of being bullied.

9. Sanctions for learners who bully others

9.1 The academy will be open and transparent in the sanctions used for bullying incidents.

9.2 If, after investigation, it becomes clear that bullying has taken place the following sanctions will apply:

- Learners who have displayed bullying behaviour will be asked to genuinely apologise.

- If possible, the learners will be reconciled through a process managed by Pastoral staff, a record of which will be added to the 'Safeguard My School' log.

- Sanctions such as detention, isolation and the withdrawal of privileges will be applied in accordance with the academy's Behaviour Management Policy.

- In serious cases, learners will receive a fixed-period exclusion and, if the bullying behaviour continues, this may result in a permanent exclusion.

- After the incident(s) have been investigated and dealt with, each case will be monitored by staff to ensure repeated bullying does not take place.

10. Strategies to prevent bullying

10.1 The academy provides a range of reporting methods for learners who wish to report bullying or who want to access support on behalf on themselves or a friend; these will be regularly promoted to all learners and their parents.

10.2 The academy will incorporate anti-bullying into its PSHEE programme. The key message throughout these sessions will be one of zero tolerance, the need for an open and honest dialogue about bullying behaviour and the requirement to report all incidents which take place amongst its learners. Pastoral staff will reflect on this programme regularly to ensure the lessons are fit for purpose and relevant to the real-life experiences of learners at the academy.

10.3 The academy will display resources promoting an anti-bullying environment and which signpost learners to support when they need it.

10.4 The academy will provide support and training to staff to ensure that feel competent in identifying, addressing and investigating bullying.

10.5 Learners will be surveyed to annually to gather their views of the PSHEE programme and to ensure that their voices are heard and their suggestions for preventing and tackling bullying are taken into consideration.

10.6 The Learner Council will discuss bullying at its meetings to ensure the perception of bullying across the academy is based on the views of the learners themselves and not just staff. The academy will implement strategies which seek to prevent bullying by listening to learner views and analysing data regarding where, when and how bullying occurs in its community.

10.7 The academy recognises that certain types of learner may be more vulnerable to bullying than others and will put measures in place to ensure that these individuals are protected and feel empowered to report any bullying behaviour that they may be subjected to.

10.8 The academy will acknowledge and promote the work of national anti-bullying charities in order to raise awareness of anti-bullying strategies and the support which is available to young people and can be accessed directly by them via the internet, helplines, etc.

11. <u>Monitoring arrangements</u>

11.1 The SLT and the Board of Trustees will, on an annual basis, analyse the academy's anti-bullying data, identify trends and evaluate the effectiveness of anti-bullying strategies.

Related policies/procedures:
Equalities Policy; Behaviour Management Policy; Online Safety Policy; Safeguarding and Child Protection Policy; SEND Policy

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