



Anti-Bullying Policy 2019

EBN Trust

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1) Purpose

This policy has been written to inform staff, parent and students.

All young people have the right to be healthy, be safe, enjoy and achieve, make a positive contribution and *achieve economic wellbeing*. *This document details how it aims to prevent and tackle unpleasant and intimidating behaviour at the EBN Academy Trust, so permitting students to fulfil their potential.*

2) Definition of Bullying

Bullying is a form of discrimination. This is when a person or a group of people are treated differently because of a perceived difference and/or prejudice. These differences can be any range of things for example; race, educational achievement, height, sexuality, weight, accent, gender or name.

3) Types of Bullying

- **Racist, religious and cultural bullying**

Racial taunts, graffiti, gestures. The Race Relations Act 1976 states that schools and governing bodies have a duty to ensure that students do not face any form of racial discrimination, including attacks and harassment.

- **Sexual**

Unwanted physical contact or abusive comments

- **Homophobic**

Any hostile or offensive action against lesbians, gay males or bisexual or those perceived to be lesbian, gay or bisexual.

- **Abuse of the vulnerable**

For example, children with physical disabilities, on the autism spectrum, or with special educational needs. Bullying also occurs to children who are carers or children who have suffered a death in the family.

- **Emotional bullying**

Such as ridicule and exclusion, seems to be more common than physical violence and it can also be more difficult to cope with or prove.

- **Cyber bullying.**

New methods have also followed this old problem – texting, cruel photos from mobile phones, emails and web-based attacks are increasingly prevalent.

4) Procedures to be followed by the academy when bullying is suspected.

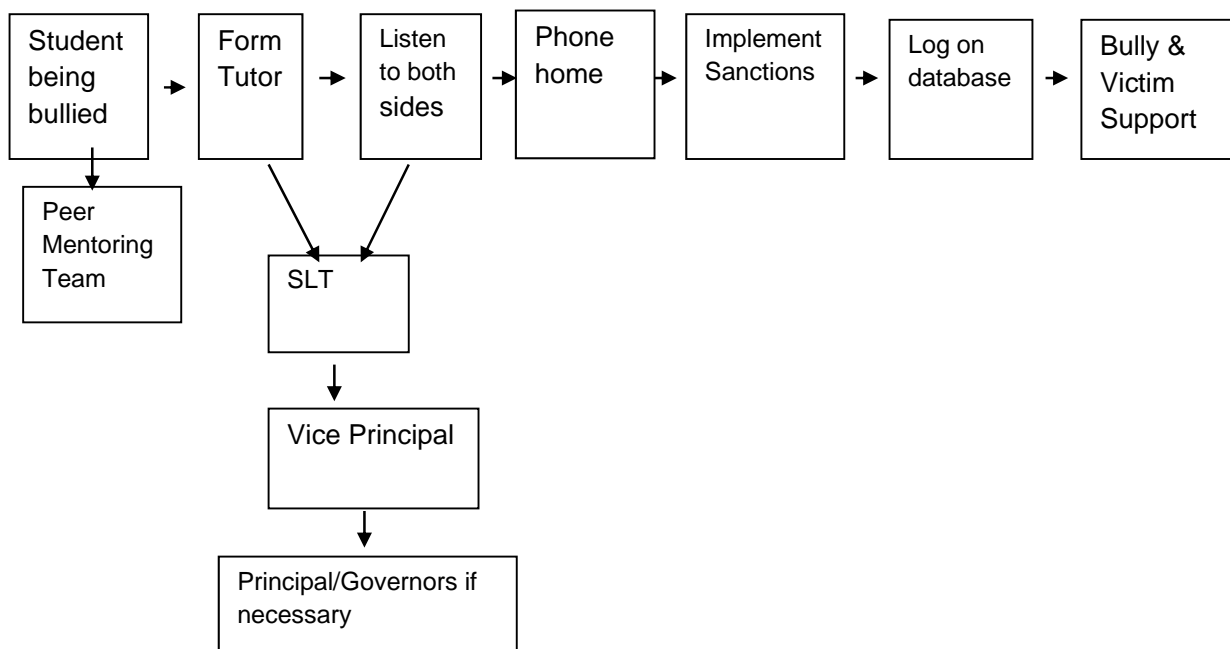
- When a bullying incident is reported, those accused of bullying and witnesses of the incident will be invited to describe verbally to a member of staff what has taken place and this will be recorded. The student will also have the chance to write down their account of what has taken place.
- Bullying incidents will be recorded by the teacher/personal coach for future reference and all documentation to do with specific incidents will be filed in the student files.

- If a student either admits to bullying or it can be proved beyond reasonable doubt that they have taken part in this behaviour then the following methods and sanctions can be used.
 - The incident will be reported to their parents and action will be agreed
 - A restorative justice package may be used to ensure that issues are resolved
 - A detention will be put in place
 - The student may be sent home pending a meeting with their parents
 - A fixed-term exclusion may be put into place.
 - A permanent exclusion will be considered for extreme cases of bullying or repetitive bullying behaviour after earlier sanctions have been used. This will be in line with the exclusion policy.
- Once the bullying incident has been resolved, and the victim of the bullying considers the matter closed, referral to an outside agency may be made where a support programme will be put in place for the person who did the bullying. The academy recognises that people who bully have often been victims themselves.
- Students at risk of exclusion as a result of continual bullying will have a Pastoral Support Plan created, which will target internal and external support aimed at improving and stopping behaviour.

5) Support for the victim

- By offering them an immediate opportunity to talk about the experience with a member of staff
- By offering continued support through the personal coaches
- Refer to multi-agency co-ordinator as appropriate

6) Managing the process



Members of staff, will log incidents onto the system

- A referral may be made to the SLT
- Support and sanctions will be put into place as appropriate as previously stated
- Students may self-refer through the peer mentoring team

7) Monitoring and Evaluation

- A student survey will be auctioned annually which will inform future policy
- An anti-bullying group comprising of students, parents, governors and staff will meet to review the survey

Signed (Chair) Dated