



Anti-Bullying Policy 2023

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 go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

2) Definition of Bullying

Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. It can be face to face or online.

3) Types of Bullying

Physical; Verbal; Indirect; Technological & Threatening Behaviour

- **Physical:** eg hitting, kicking, theft, damaging belonging
- **Verbal:** eg name calling, insulting, repeated teasing, homophobic, religious, racist, sexist, directed towards physical/social disability/learning difficulty eg dyslexia.
- **Indirect:** spreading rumors, excluding someone from social groups.
- **Implementation through technology:** eg text messaging, cyber bullying, sexting.
- **Threatening behaviour:** eg extorting money with the threat of violence.

Bullying behaviour can be very subtle where once a bullying relationship has been established, the person/s responsible for the bullying may only have to look threateningly to reinforce their victim's fear.

4) What to look for:

- Changes in behaviour: eg becoming shy, nervous, feigning illness, taking unusual absences.
- Changes in work or attendance and lack of concentration.

All incidents of unacceptable and bullying behaviour will be recorded on CPOMs and an agreed range of graded sanctions will be applied to demonstrate to the individuals involved how seriously the matter is taken. Parents/carers will be informed of all serious incidents.

5) 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. Those involved will 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 kept 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 may 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 may 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 may 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, a referral to an outside agency may be made where a support programme will be put in place for the perpetrator.
 - 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 support plan put in place, which is aimed at improving and stopping behaviour.

1) STRATEGIES FOR PREVENTION OF BULLYING:

Awareness of bullying can be raised through;

1. The curriculum
2. A whole-academy approach
3. Tutor-time discussions

6.1 The Curriculum:

- The aim is to give bullying as high a profile as possible with all faculty areas incorporating a focus on bullying whenever possible to promote an anti-bullying ethos.

6.2 A Whole-academy approach:

An anti-bullying ethos is emphasised through assemblies, and whole year assemblies in particular. All staff, teaching and non-teaching, reinforce the policy through all areas of academy life and as an academy we strive to:

- Deal quickly, firmly and sensitively with any complaints, involving parents, where necessary.
- Review the anti-bullying policy and its degree of success via students' questionnaire.
- Ensure that the anti-bullying policy links with the behaviour and Discipline Policy.
- Encourage students to discuss their relationships with others and to form positive attitudes towards others through tutor time discussions.
- Treat bullying as a serious offence and take every possible action to eradicate it from our academy (refer the Behaviour Policy and incorporated Exclusion Policy).

6.3 Tutor Time

- Regular, planned whole-group discussions regarding forming positive relationships and how to react to bullying situations.

7) 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 if appropriate

8) Managing the process

Section 5 of this policy identifies the strategies that may be put in place to manage any incident of bullying. Students are to be encouraged to report any incidents of bullying to their parents and form tutor wherever possible, or to any other member of staff. Any incident of bullying, however small, should be reported immediately, ideally by the victim(s) or friends.

9) Monitoring and Evaluation

- A student survey will be conducted annually which will inform future policy.
- The Academy will review this policy annually and assess its implementation and effectiveness.
- The policy will be promoted and implemented throughout the Academy.