NINESTILES, AN ACADEMY

ANTI-BULLYING POLICY

Summit Learning Trust – Mission Statement
Strength through diversity Ambition through challenge Excellence through curiosity

Policy title	Anti-Bullying Policy
Rationale	Bullying is behaviour by an individual or group, repeated over time, which intentionally hurts another individual or group, either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It may be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority, but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case. Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship, which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways; it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online. Low-level disruption and the use of offensive language can in itself have a significant impact on its target. If left unchallenged or dismissed as banter or horseplay it can also lead to reluctance to report other behaviour. Early intervention can help to set clear expectations of the behaviour that is and isn't acceptable and help stop negative

	behaviours escalating. (DfE Preventing and Tackling Bullying, June 2017)
Policy statement	**Prevention** Ninestiles, An Academy has created an ethos of good behaviour, where students treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other students, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older students who set a good example to the rest. **Intervention** Ninestiles, An Academy applies disciplinary measures to students who bully in order to show clearly that their behaviour is wrong. Our disciplinary measures are applied fairly, consistently and reasonably, taking account of any special educational needs or disabilities that the students may have, and taking into account the needs of vulnerable pupils. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. It must be recognised that there is some degree of bullying in all schools, regardless of age range, type, locality or composition of intake. It is predominantly a secretive activity carried out in hidden places and away from the eyes of teachers and other adult workers in school. Children are frequently unwilling to tell their teachers or parents that they are being bullied. Teachers can contribute to children's unwillingness to tell by frequently dismissing their "tittle tattle" or "tale telling". Within our school it is important that students have a clear message about bullying and its consequences. 1) All students must be aware of what is understood by: a) Physical bullying b) Verbal bullying c) Electronic bullying **Physical bullying** can range in severity from a punch to an assault. For most people it is the physical form that comes to mind when they think of bullying, mainly because it is visible, but **verbal bullying** can be equally hurtful and emotionally bruising. It can range from teasing and taunting to abusive comments about a person's appearance, ability, clothes and so on. **Electronic bullying** may take the form of text messages, emails, social media sites, videos posted on websites such as 'YouTube', the creation of unpleasant websites on the internet or images sent via mobile phone. These can be highly distressing and sent to large audiences very quickly, leading to group intimidation, ridicule or exclusion from social groups.

2) The consequences of bullying will always be outside of the normal remit of the BfL policy. Any teacher who suspects that bullying is taking place should inform the form tutor, relevant Head of House or Head of Year and any member of the Behaviour Management Team.

The perpetrator and their parents/carers will meet with a member of the BMT or senior staff. The meeting will seek to underline the serious nature of bullying and gain guarantees by both the student and parents that this will not happen again.

If there is a repetition, the person involved will be given a fixed term exclusion or a Governors' warning depending on the severity of the incident. Further repetition is likely to lead to permanent exclusion. To aid the recording of this all bullying incidents will be recorded on the schools 'Incident Log' so patterns can be tracked.

3) All students must be aware of this information and understand it.

4) Students must be encouraged to support each other and encourage any student who is bullied to tell a member of staff.

5) Students can use the Student Helpline icon on the school Cloudnine network to alert staff of any bullying.

6) These will always be treated in confidence and any information or complaint will be dealt with sensitively.

Our knowledge of the current situation at Ninestiles School, An Academy indicates that bullying is not a major school problem. There is no room for complacency however, and we need to ensure that all new staff and students are aware of their rights and responsibilities and of the procedures to be followed.

In a multicultural school, racism can take many forms and must not be tolerated. Racism is included in our anti-bullying policy but in addition, any member of staff who observes racist behaviour is required to report on this to the Principal or one of the Vice Principals in keeping with the school race equality policy. The same procedure should be followed for any homophobic bullying.

	Appendix 1 – Cyber Bullying The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The Education Act 2011 amended the power in the Education Act 1996 to provide that when an electronic device, such as a mobile phone, has been seized by a member of staff who has been formally authorised by the head teacher, that staff member can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone. If an electronic device that is prohibited in accordance with school rules has been seized, and the member of staff has reasonable grounds to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as it is reasonably practicable to do so. Material on the device that is suspected to be evidence relevant to an offence, or that is a pornographic image of a child or an extreme pornographic image, should not be deleted prior to giving the device to the police.

Monitoring and review	The Vice Principal and Assistant Principal responsible for behaviour will monitor records of bullying on a termly basis and report their findings to the SLT.
Links	Behaviour for Learning Policy Exclusions Policy UNICEF Article 19 (protection from violence, abuse and neglect): *"Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them."*
Staff responsible	All staff
Committee responsible	Ninestiles, An Academy Local Governing Body
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