Anti-Bullying Policy

Policy Monitoring, Evaluation and Review

This policy is effective for Kibworth Mead Academy within The Mead Educational Trust. The Principal and Governing Body have a statutory duty to promote positive discipline at the KMA.

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1. **Policy objectives**

This policy outlines what Kibworth Mead Academy will do to prevent and tackle all forms of bullying. We are committed to developing an anti-bullying culture where the bullying of young people or adults is not tolerated in any form. If bullying does occur incidents will be dealt with promptly and effectively.

The policy aims to ensure that:

- All governors, teaching and support staff, students and parents have an understanding of what bullying is
- All governors, teaching and support staff know what the school policy is on bullying and follow it when bullying is reported
- All students and parents know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously
- Students and parents are assured that they will be supported when bullying is reported

2. **Legislation and guidance:**

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2019 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance.

The following laws highlight the need for all schools to encourage good behaviour and prevent all forms of bullying:

- The Education and Inspection's Act 2016 section 86
- The Education (Independent Schools standards) regulations 2014
- Education Act 2011(updating and amending the Education Act 1996)
- The Equality Act 2010- schools and academies are required to comply with the Public Sector Equality Duty
- The Children Act 1989
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Communications Act 2003
- Public Order Act 1986
- Keeping Children Safe in Education guidance and advice

KMA will strive to protect the most vulnerable students in school including those with SEND, those new to school and those that are at particular risk of harm.

This policy links directly to the Safeguarding and Child Protection Policy and Guidelines. Our Anti-bullying Policy should also be read in conjunction with the following KMA polices:

- Behaviour Policy
- Staff Code of Conduct Policy
- Online Safety Policy
- Acceptable Use for Online Learning
- Complaint's policy

- Confidentiality policy
- Searching, screening and confiscation policy

3. Roles and Responsibilities
It is the responsibility of:

- The Principal to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and to ensure that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, and trainees and visitors to support, to uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Students to abide by the policy.

4. What Is Bullying?

Bullying can be defined as "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017).

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the school as being a form of peer-on-peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

We define bullying as physical, emotional, sexual or verbally aggressive behaviour, either online or in person, that **occurs 'Several Times on Purpose'.** The school uses this definition to help children understand the seriousness of bullying compared to other unacceptable behaviours and provides the '**STOP'** acronym that leads to children knowing they should 'Start Telling Other People'

Bullying can happen to anyone.

This policy covers all types and forms of bullying including:

1. Verbal - name-calling, sarcasm, spreading rumours, teasing
2. Emotional - being unfriendly, excluding, isolating, tormenting (e.g., hiding books, threatening gestures)
3. Physical - pushing, kicking, hitting, punching or any use of violence
4. Sexual - unwanted physical contact or sexually abusive comments
5. Cyber - misuse of the internet to intimidate, including by email and social media sites, such as:
   a) mobile threats by text messaging and calls
   b) misuse of associated technology, i.e., camera and video facilities

c) Sexting - is when someone shares sexual, naked or semi-naked images or videos of themselves or others or sends sexually explicit messages.
6. Bullying related to physical appearance
7. Bullying of young carers, children in care or otherwise related to home circumstances
8. Bullying related to physical/mental health conditions
9. Bullying via technology, known as online or cyberbullying
10. Prejudicial bullying (against people/pupils with protected characteristics):
   a) Bullying related to race, religion, faith and belief and for those without faith
   b) Bullying related to ethnicity, nationality or culture
   c) Bullying related to Special Educational Needs or Disability (SEND)
   d) Bullying related to sexual orientation (homophobic/biphobic bullying)
   e) Gender based bullying, including transphobic bullying
   f) Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Bullying can also take place through third person involvement i.e., another person being encouraged to take part in any of the behaviours above and may be seen as indirect bullying.

All staff should also be alert to the possibility of a member of staff bullying a child. Should anyone suspect that this is taking place this should be reported immediately to the Principal. If the Principal is suspected of bullying, the matter should be reported to the Chair of the KMA Council.
Additionally, it is possible for students to bully staff and staff should feel comfortable to report this to the Vice Principal (Dr Thompson) or Principal (Mr Piggot)

5. **Defining bullying**
   It is important to understand that bullying is not an occasional falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

   Bullying involves an imbalance of power between the perpetrator and victim which may manifest itself in several ways: it maybe physical, psychological, derived from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate**.**

   Cyberbullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience. The Education Act 2011 amended the power in the Education Act 1996 to allow staff who have been authorised by the Principal to examine data or files on mobile devices, and delete these, where there is good reason. In addition, KMA will report any issues to the police and other agencies if necessary if staff believe an offence may have taken place or young people are at risk of harm.

6. **Why is it Important to report and respond to Bullying?**
   Bullying is more simply defined as 'Several Times on Purpose'.

   KMA recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined

environment, where pupils are able to learn and fulfil their potential. We are updating our approach to bullying to ensure that our school remains a safe place for students to successfully follow KMA values. **KMA will:**

- Take all incidents of bullying behaviour seriously.
- Ensure our students are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the antibullying policy.
- Intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Recognise the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Support staff to promote positive relationships to help prevent bullying.
- Monitor and review incidents of bullying and our anti-bullying policy and practice on a regular basis.
- Seek to learn from good anti-bullying practice elsewhere.
- Utilise support from other outside agencies

7. **Students' Role**

Students are encouraged to 'Start Telling Other People' (STOP) if they are a victim of bullying, or if they become aware of the bullying of others. Students will be appropriately supported, whether they are the victim, a witness or the perpetrator of bullying.

- Student ambassadors will support victims of bullying with weekly check-ins. They will feed back to Heads of Year (HoY).
- Student ambassadors will also support perpetrators with interventions and reflections. This form of peer mentoring will support the process of changing behaviour.

8. **Staff Role:**

- All staff are responsible for the health and wellbeing of the children and have a duty to respond seriously to any claim of bullying.
- Staff must refer allegations immediately through the Student statement form. This is immediately sent to the Safeguarding and Behaviour Team.
- The HoY will inform Matt Ward, the AP for behaviour of all incidents of bullying. The Principal will also be informed if the incident is of a very serious nature and consequences beyond C3 are required.

9. **Parents' Role:**

- Parents/carers are encouraged to inform KMA of any bullying concerns which they become aware of
- Parents/carers of both victim and perpetrator will be kept informed throughout the process.
- Parent views will be taken into account, but KMA will stress that wherever possible reconciliation will be considered in order to provide clear resolution for all concerned while

not condoning the bullying.

10. How will KMA respond to incidents of bullying?

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern, this will then be reported using the Student statement form to the Safeguarding and Behaviour Team.
- KMA will provide appropriate support for the person being bullied, making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The HoY / Behaviour Mentor will interview all parties involved, taking written statements where appropriate
- The Designated Safeguarding Lead (DSL) will be informed of all bullying issues, particularly where there are safeguarding concerns.
- KMA will speak with and inform other staff members, where appropriate.
- KMA will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
- Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy. This will include support for both the victim and the perpetrator.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including Early Help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will always attempt to ensure that the concern is fully investigated, liaising with the police as appropriate. If required, the DSL will collaborate with other schools.
- The AP for behaviour will monitor BROMCOM logs half-termly for patterns, taking appropriate action.

11.   How will KMA respond to cyber-bullying?

When responding to cyberbullying concerns, KMA will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
  - looking at use of the school systems
  - identifying and interviewing possible witnesses
  - contacting the service provider and the police, if necessary
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
  - reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.

- confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy
- requesting the deletion of locally held content and content posted online if they contravene school behavioural policies
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online.
- This may include:
  - advising those targeted not to retaliate or reply.
  - providing advice on blocking or removing people from contact lists.
  - helping those involved to think carefully about what private information they may have in the public domain.

12. **What support will KMA offer?**

Students who have been bullied will be supported by:

- Reassuring the pupil and providing pastoral support
- Offering an immediate opportunity to discuss the experience with their HoY, the DSL, or a member of staff of their choice
- Ensuring that students know how to respond to concerns and providing support to build resilience as appropriate
- Working towards restoring self-esteem and confidence
- Ensuring that a student has a suitable ongoing network of support from students and staff
- Whenever possible, providing an opportunity for a restorative conversation and reconciliation
- Where appropriate, providing additional intervention and support, such as mentoring or intervention sessions
- Where necessary, working with other agencies to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS).

Students who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change
- Informing parents/carers to help to change the attitude and behaviour of the child
- Providing appropriate education and support regarding their behaviour or actions
- Students will be required to reflect on their action following an incident. Further incidents of bullying will then require structured intervention to support a change of behaviour.
- Sanctioning, in line with school behaviour policy
- Ensuring that a student has a suitable ongoing network of support from students and staff
- Whenever possible, providing an opportunity for a restorative conversation and reconciliation;

- Where necessary, working with other agencies to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS)

13. Supporting adults

KMA takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:
- Offering an opportunity to discuss the concern with the Designated Safeguarding Lead (DSL), a senior member of staff or the Principal
- Ensuring that appropriate action is taken in accordance with the KMA's Behaviour Policy and/or Visitors' Policy.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the KMA's Behaviour Policy and/or Visitors' Policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support, including referrals to professional bodies such as AMICA, where appropriate.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures
- Instigating disciplinary, civil or legal action as appropriate or required.

14. How can we aim to prevent bullying?

We aim to prevent bullying through:

- Creating and supporting an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all
- Ensuring an ethos of good behaviour within KMA which follows our KMA and Trust Values
- Recognising that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- Recognising the potential for children with SEN and disabilities to be disproportionally impacted by bullying and ensuring that we implement additional pastoral support as required.
- Challenge practice and language (including 'banter') which does not uphold the KMA values of tolerance, non-discrimination and respect towards others.
- Encouraging all members to use technology, especially mobile phones and social media, positively and responsibly.
- Actively creating "safe spaces" for vulnerable children and young people.
- Celebrating success and achievements to promote and build a positive school ethos
- Encouraging an open climate where all members feel comfortable to report concerns

- Taking appropriate action, as laid down in this policy
- Use of Behaviour Policy
- Discouraging and sanctioning bystander behaviour
- Providing significant supervision, including SLT, Pastoral team and duty staff at unstructured times
- Assemblies and Tutor time activities
- Participation in Anti-Bullying Week
- PSHE lessons, as well as within other areas of the curriculum
- Individual or group interventions
- Restorative justice
- Individual mentoring or support from in school teams
- Individual or group mentoring from outside teams
- Liaison with SEND faculty where necessary.
- Referral to a Clinical psychologist
- Referrals to other agencies to support.
- Mentoring and attendance at Leicestershire Partnership or Trust School
- Regular Pastoral Support Plan meetings where relevant
- Reports and behaviour contracts
- Buddies for new starters
- Information shared with parents through parents' evenings and events, newsletters and messages home
- Analysis of records of rewards and consequences and of bullying incident which may be used to reveal patterns of behaviour
- Staff training
- Ensuring that vulnerable students are flagged with staff to support vigilance
- Working closely with the local police and other agencies to make sure that any appropriate incidents outside school are reported