



## ANTI-BULLYING POLICY

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# The Bridge Academy - All through Pupil Referral Unit

## Anti-Bullying Policy

*Everyone, Everywhere and Every time*

## 1. Rationale

The Bridge Academy recognises that:

Bullying is an anti-social behaviour which can affect staff and pupils and may result in mental, emotional and physical abuse. **It is not acceptable and will not be tolerated in The Bridge Academy.**

Every child and young person has the right to be safe and feel safe and to work in an environment of mutual trust and respect. All staff share the responsibility to safeguard and promote the welfare of all our pupils. We share an objective to help keep children and young people safe by providing an environment where they feel valued and respected, comfortable, relaxed and secure. We recognize our responsibility to safeguard and promote the welfare of our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying. We are vigilant in identifying children and young people who are suffering or likely to suffer significant harm, and take appropriate action with the aim of making sure they are kept safe both at home and in the education setting.

## 2. Purpose

The Bridge Academy is clear that No one deserves to be a victim of bullying and everybody has the right to be treated with respect. As a staff team, led by experienced leaders, we ensure that all children and young people are safe and feel safe; grow up in circumstances consistent with the provision of safe and effective care. We work with families, and professionals if appropriate to, prevent the impairment of children and young people's health or development and ensure all children and young people have a right to be free from all forms of abuse and/or exploitation. As part of our work, we ensure that all children and young people have equal rights to protection from harm. Most importantly, we protect children and young people from maltreatment. All colleagues within the Academy, ensure that they recognise their responsibility to support the care and protection of children and young people.

All management committees, teaching and non-teaching staff, pupils and parents/carers have an understanding of what bullying is and what they should do if bullying arises. This is through regular training and development.

Pupils and parents/carers are assured that they will be supported when bullying is reported.

## 3. Scope of the Policy

This policy covers:

- Any forms of bullying of pupils by pupils within the Academy
- Any forms of bullying of staff by pupils within or outside the Academy
- Any forms of bullying of and /or by pupils outside of the Academy, where the Academy is aware of it.

Where bullying behaviour outside the school is reported to school staff, it will be investigated and acted upon. This may include:

- Notifying the police where behaviour is believed to be criminal
- Notifying Children & Family Services, Local Authority Designated Person or other relevant agencies/partners (see Safeguarding)
- Notifying the mainstream school if the Academy believes their behaviour policy, code of conduct is different from this policy.
- Call a multi agency meeting to further investigate/probe the initial incident as well as Contextual / social circumstances.
- Disciplinary actions and sanctions in accordance with The Bridge Academy Behaviour & Attitudes Policy.

*Parents/carers and pupils should be aware that under new powers, schools may discipline a pupil in response to all non criminal bad behaviour and bullying which occurs anywhere off the school premises which is witnessed by a member of staff or is reported to the school. This is covered as:*

Any misbehaviour when the child is:

- Taking part in any school-organised or school-related activity or Travelling to or from school or Wearing school uniform or In some way identifiable as a pupil at the school

Or misbehaviour at any time, whether or not the conditions above apply, that:

- Could have repercussions for the orderly running of the school or Poses a threat to another pupil or member of the public or Could adversely affect the reputation of the school.

All allegations about bullying of pupils by staff will be dealt with in accordance with our procedures for reporting allegations – Complaints procedure and contacting Local Authority Designated Officer (LADO).

## 4. Definition of Bullying

We define bullying as “the use of aggression with the intention of hurting another person, with the acknowledgement that bullying results in pain and distress to the victim”. We support students to recognise bullying through the acronym **STOP - Several Times On Purpose**.

**Bullying** is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated or has the potential to be repeated over time. Children and young people who are bullied and/or who bully others may have serious and lasting problems. To be considered bullying, the behaviour must be aggressive and include the following:

- an imbalance of power such as physical strength, access to embarrassing information, or popularity to control or harm others. These imbalances can change over time and in different situations, even if they involve the same people.
- repetition as these behaviours happen more than once or have the potential to happen more than once.

- actions such as making threats, spreading rumours, attacking someone physically or verbally or for a particular reason, e.g. size, hair colour, gender, sexual orientation, and excluding someone from a group on purpose.

*Any behaviours that may need to be handled with sanctions will be in line with our policies relating to Behaviour & Attitudes Policy; Child-on-Child Abuse Policy; Safeguarding & Child Protection Policy; and Online Safety Policy.*

**Online bullying** is the use of technology (social networking, messaging, text messages, e-mail, chat rooms, etc.) to harass, threaten or intimidate someone for the same reasons as stated above. It can take many forms and this list is not exhaustive:

- Abusive or threatening texts, emails, or messages
- Posting abusive comments on social media sites
- Sharing humiliating videos or photos of someone else
- Stealing someone's online identity
- Spreading rumours online
- Trolling-sending menacing or upsetting messages through social networks, chat rooms or games
- Developing hate sites about another person
- Prank calls or messages
- Group bullying or exclusion online
- Anonymous messaging
- Encouraging a young person to self-harm
- Pressuring children to send sexual messages or engaging in sexual conversations.

**Prejudice related bullying** refers to a range of hurtful behaviour, physical or emotional or both, which causes someone to feel powerless, worthless, excluded or marginalised, and which is connected with prejudices around belonging, identity and equality in wider society, e.g. disabilities and special educational needs, ethnic, cultural and religious backgrounds, gender, home life (for example in relation to issues of care, parental occupation, poverty and social class) and sexual identity.

Bullying can be:

<b>Emotional</b>	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
<b>Physical</b>	pushing, kicking, hitting, punching or any use of violence
<b>Racist</b>	racial taunts, graffiti, gestures
<b>Sexual</b>	unwanted physical contact or sexually abusive comments. The school has a procedure, through our Safeguarding Policies to address Harmful Sexual Behaviour.
<b>Homophobic</b>	because of, or focusing on the issue of sexuality either verbally; physically or through taunts.
<b>Verbal</b>	name-calling, sarcasm, spreading rumours, teasing

<b>Cyber</b>	all areas of internet, such as email and internet chat room misuse, mobile threats by text messaging & calls misuse of associated technology , i.e. camera and video facilities
<b>Prejudice</b>	because of religion, culture, disability, or because of shape, size or looks

## 5. Guidelines

All staff will discuss “What is Bullying” and the Academies policy with pupils, through **RAISE** time and make sure that they know what to do if they are victims of bullying. Pupils will be encouraged to share strategies to prevent bullying, e.g. a buddy system. All concerns will be taken seriously and investigated and Staff will be alert to the signs of bullying. Staff and pupils will be encouraged to report bullying, through our MyConcern system which can be done virtually, or using the forms available in main reception.

Parents/carers will be encouraged to report concerns regarding bullying and will be given procedures prior to admission. Leaders will follow the Behaviour & Attitudes Policy on **Red-Line Behaviour** in dealing with the person being bullied. Staff will have strategies to help pupils who are bullied to understand and change their behaviour.

## 6. Reporting & Addressing Bullying

We have developed the ‘Bullying Checklist’ for all students, staff and leaders to go through before applying steps for reporting Bullying and procedures if it continues.

Parents who are concerned about bullying should do as follows

- Resolve through discussion with the **RAISE** tutor; Assistant Headteacher or Headteacher
- If a parent is still unhappy after discussion, they may follow the formal complaints procedure
- Where the bullying takes place outside the Academy, parents will be asked to work together with staff in addressing their child's behaviour
- Referral of the family to external support agencies will be made where appropriate.

**Has someone been unkind to you?**

- Have you been able to ask them to stop?
- Have you talked to your friends or family about it?
- Have you spoken to an adult in the centre about it?
- Have you completed a MyConcern Slip?

**Incident should be reported to someone you trust at The Bridge.**

Talk to an adult

Email an adult

Complete a MyConcern Slip

Speak to the DSL

### Bullying Checklist...

- |                    |                  |                 |                               |
|--------------------|------------------|-----------------|-------------------------------|
| Was it deliberate? | Was it repeated? | Was it hurtful? | Was it an imbalance of power? |
|--------------------|------------------|-----------------|-------------------------------|
- If the answer to all of these was YES...



*It's not bullying, but still needs a response!*

- Investigate & solve
- Restorative Justice
- Sanction if appropriate
- Contact families

### Classify the bullying

Physical	Verbal	Emotional	LGBTQIA+	Cyber / online
Sexual	Indirect	Racial	Other...	



### Response to the bullying

#### Stage 1

- Staff investigate and speak to all parties.
- A restorative justice session is held to resolve differences and acknowledge behaviour.
- Families are informed and logged on MyConcern.

#### Stage 2

- Staff investigate and speak to all parties.
- A follow-up restorative justice session is held to resolve differences and acknowledge behaviour.
- An 'Incident Intervention' is held with the victim & the perpetrator.
- Families are informed and logged on MyConcern & SIMS as behaviour.

#### Stage 3

- Staff investigate and speak to all parties.
- A sanction is applied due to repeated incidents of bullying and/or intimidation.
- A follow-up 'Reflection' is held with the perpetrator.
- Families are informed and logged on MyConcern & SIMS as behaviour.
- *The Headteacher considers the situation and takes appropriate action.*

**We can only help if we know about it!**

Respect

Aspiration

Independence

Success

Engagement

*"Nurturing and empowering young people to be School Ready, Work Ready & Life Ready"*

## 7. Support available

Pupils and staff who have been bullied will be supported by:

- Giving them opportunity to discuss the incident/s
- Giving reassurance that the bullying is being addressed
- Offering an open door for support to restore confidence
- The use of specialist support, if needed or requested

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why they became involved through individualised learning - SEAL
- Understanding and discussing ways to improve and change their behaviour
- Working with parents/carers to help change the attitude of the pupil
- The use of specialist interventions, and referrals to other agencies where appropriate

Restorative sanctions will be applied, which include:

- Warnings
- Restorative circles
- Exclusion from certain areas of the building
- Exclusion from rewards
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

Preventative measures to ensure students are aware of the risks of bullying:

- Effective Anti bullying policy
- Raise awareness through the curriculum, pastoral time, school council
- Schemes of work in PSHE which social skills; empathy and emotional intelligence
- Participate in national and local initiatives
- Pupils actively involved in ensuring they demonstrate **RAISE** values
- Displaying '**RAISE** values' in classrooms and corridors
- Incidents treated seriously and dealt with immediately

The Headteacher will be responsible for implementing the policy and will present an annual report to the Management Committee, with information regarding, reported concerns, pupils involved, actions taken and outcomes.

## 8. Links with other policies

This policy links to the following policies and procedures:

- Safeguarding & Child Protection
- E-safety
- Acceptable use policy
- Whistle blowing
- Behaviour
- Staff code of conduct
- Complaints
- Attendance
- Online safety
- Mobile phone use
- Equality
- Relationships and sex education