



Anti-Bullying Policy

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| <i>Policy/Procedure Title</i> | Anti-Bullying Policy |
| <i>Author (Name/Department/Curriculum area)</i> | A Miller |
| <i>Approved by</i> | PAT Directors |
| <i>Reviewed</i> | February 2019 |
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Overview

This policy applies to the Propeller Academy Trust (PAT) and as such, any reference to “school” applies to Kingfisher School and Fitzwaryn School.

This policy links to the following PAT policies:

- Child Protection and Safeguarding Policy
- Behaviour Policy
- Equality Policy
- Home – School Agreement Policy

As the PAT we recognise that all our pupils and students have the right to feel safe and secure in school. Bullying prevents this from happening so it is our responsibility to recognise bullying behaviour and respond appropriately. We actively promote positive behaviour from all members of our school community including governors, parents and carers, school adults and students.

Definitions of bullying

Bullying can be a safeguarding issue and will be treated as such. We recognise that bullying can manifest in different forms and heed definitions from the following agencies:

- Department for Education: ‘**behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.**’
- Anti-Bullying Alliance: ‘**The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.**’

Bullying (or prejudice based incidents) can take many forms including homophobic, biphobic, transphobic, gender based, sexist, racist, religion based, SEN and disability based and can be demonstrated through different routes including:

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| Verbal | Name-calling and ridicule such as racist or homophobic remarks |
| Visual | Graffiti, gestures, wearing racist or sexist insignia or showing pictures. |
| Incitement | Spreading rumours or encouraging others to participate. |
| Cyber | Abusive use of technology such as text messages, Facebook or email. |

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| Segregation | Excluding, isolating, ignoring or avoiding an individual from the activities or social acceptance of their peer group |
| Physical | Hitting, pushing, unwanted touching, kicking, threatening with a weapon. |
| Property | Theft or damage to personal property; extortion. |

Prevention of bullying

To ensure that bullying does not become an issue, any bullying type behaviours will be dealt with within the context of the PAT Behaviour policy and the school specific behaviour guidance documents. This will ensure a consistent approach is taken to effectively manage all challenging or inappropriate behaviours, including those which may be deemed bullying type behaviours.

Within the curriculum the school will raise the awareness of the nature of bullying and where appropriate, pupils will be actively involved in exploring bullying and its impact. This may involve a variety of educational opportunities, such as discussion and role-play and include activities with a specific focus such as Anti-Bullying week in order to provide a relevant and purposeful context in which to explore the issue of bullying.

Pupils will be encouraged to offer their views on what bullying is and how it can be prevented.

Schools in the PAT will take up opportunities to develop pupil understanding such as the Anti-Bullying Ambassador training days offered by Oxfordshire County Council.

All staff in the PAT will be aware of the Anti-Bullying policy and the definitions of bullying therein. Training opportunities will be sourced for all staff and in particular for the PSHE Subject Co-ordinators and Designated Safeguarding Leads (DSL) who will then feedback to rest of staff body.

Responses to bullying

The PAT recognises that, within the context of an SEN environment, pupils may present bullying behaviours, without the conceptual awareness that what they are doing is bullying. The impact of the behaviour however is still as significant and requires a consistent and supportive approach. Discriminatory language is not acceptable and will be challenged and recorded.

All staff will be made aware of protocol for responding to an incident and will be signposted to the checklist to ensure correct procedure is followed.

Any recorded incidences of bullying will be recorded using an 'Incident of bullying' form. This document will not include language such as 'bully' or 'victim' as the PAT recognises that such vocabulary can potentially be inflammatory. The DSL will be advised of the situation and will follow up the incident with the pupils involved and also their parents/carer as per PAT procedure.

Pupils who bully others will be given strategies to support their behaviours and pastoral interventions to establish any underlying causes.

Parents/carers

Both schools in the PAT are keen to work closely with parents and carers to provide information and encourage involvement in Anti-Bullying approaches within the school. The PAT recognises that school communities work best when everyone feels their voices are heard and acknowledged. Parents and carers will be invited to offer input into the school policy and response to bullying.

If parents or carers have any concerns regarding bullying they are advised to contact the school immediately and request to speak to their child's teacher or a member of the senior leadership team.

Further information about how to spot the signs of bullying and signposts for support are sent home via Parentmail and also available at Parents' Evenings which are held three times each academic year.

Bullying outside of school

The PAT recognises that bullying can occur outside of school e.g. journeys to and from school, after-school clubs, cyberbullying. The Education and Inspections Act 2006 gives Head teachers the authority "to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site (which is particularly pertinent to regulating cyberbullying."

Any reports of bullying, including cyberbullying, will be recorded using the 'Incident of bullying' form and will be passed on to the DSL to discuss with parents or carers where appropriate.

Review

Policy will be reviewed every 12 months. In the meantime, the PSHE Co-ordinator and DSL from both schools in the PAT will monitor any changes to legislation and will update the policy accordingly.