



Anti-Bullying Policy

Date adopted: July 2018

Next review date: July 2019

Policy Version Control

Policy prepared by	OAT Model Policy
Responsible committee	
Date approved by committee	
Date ratified by LGB (if required)	2 nd July 2018
Description of changes from the model policy (if any)	

Chair's signature: David Sword

Date: 2nd July 2018

Ormiston Academies Trust

Anti-Bullying Policy

Policy Version Control

Policy type	Template
Policy prepared by (name and department)	Sarah Bloomer
Review date	January 2018
Description of changes	No changes
Name and date of line manager's approval	Paula Arrowsmith, February 2018
Date of executive approval	
Date released	Feb 2018
Next review date	Jan 2019

Statement of intent

Cowes Enterprise College – An Ormiston Academy believes that all pupils are entitled to learn in a safe and supportive environment; this means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

These strategies, such as learning about tolerance and difference as part of the school's curriculum, aim to promote an inclusive, tolerant and supportive ethos at the school.

The Education and Inspections Act 2006, outlines a number of legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Behavioural Policy, which is communicated to all pupils, school staff and parents/carers.

All staff, parents/carers and pupils work together to prevent and reduce any instances of bullying at the school. There is a zero tolerance policy for bullying at Cowes Enterprise College – An Ormiston Academy.

Legal framework

This policy has due regard to legislation, including, but not limited to the following:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998

This policy will be implemented in conjunction with the school's:

- Behavioural Policy
- Physical Conduct Policy
- Safeguarding and Child Protection Policy
- Social Media Policy
- Equality Policy
- E-safety Policy

Definition

For the purpose of this policy, bullying is persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group and includes peer on peer abuse.

Bullying is generally characterised by:

- Repetition*: Incidents are not one-offs; they are frequent and happen over a period of time.
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

*Please note that in some circumstances an individual incident may be categorised as bullying by the Principal and in that situation the person responsible will be subject to this policy and its consequences. Such circumstances are at the discretion of the Principal and will be reviewed on a case by case basis.

Types of bullying

Many different kinds of behaviour can be considered bullying and can be related to almost anything. Teasing another pupil because of their appearance, religion, ethnicity, gender, sexual-orientation, home life, culture, disability, or special educational needs are some of the types of bullying that can occur.

- 1.1. Bullying is behaviour which damages the confidence and wellbeing of individuals, and normally will need to meet three tests to be classed as bullying:
 - There is perceived to be a **difference in power** / status between the victim and perpetrators
 - The actions are **repeated** – either by the perpetrators on one or more victim or on one victim by more than one perpetrator.
 - The actions are **designed to hurt** (physically or psychologically).
- 1.2. Bullying behaviour can be physical, verbal or non-verbal. Examples of behaviours which could constitute bullying are described in the appendix.
- 1.3. Bullying can be dealt with by the Academy when it occurs between members of the Academy community, whether or not it takes place during school time and whether or not it takes place on the Academy premises.
- 1.4. The Academy may treat actions which make bullying more difficult to deal with such as:
 - Failing to report bullying incidents
 - Lying or refusing to tell the truth about bullying
 - Witnessing bullying without taking reasonable action to prevent it
 As if it was also bullying.

Anti-Bullying Commitment

All students have the right to feel happy and secure when they are at the academy and they should never be in a position where they feel intimidated by others. We work tirelessly to provide a caring environment where all academy members treat each other with mutual respect and consideration.

Bullying in any form is not tolerated.

Bullying can be acted out through the following mediums:

- Verbally
- Physically
- Emotionally
- Online (Cyber)
- Deliberate Isolation
- **Racist bullying:** Bullying another person based on their ethnic background, religion or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.
- **Homophobic bullying:** Bullying another person because of their actual or perceived sexual orientation.

- **Transphobic bullying:** Bullying based on another person's gender 'variance' or for not conforming to dominant gender roles.
- **Sexist bullying:** Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.
- **Sexual bullying:** Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension/dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.
- **SEND Bullying:** Bullying behavior based on another person's special educational needs or disability.

Statutory implications

Under the Equality Act 2010, the school understands that it has a responsibility to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act; advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations between people who share a protected characteristic and people who do not share it.

Under the Human Rights Act (HRA) 1998, the school understands that it could have charges brought against it if it allows the rights of children and young people at the school to be breached by failing to take bullying seriously.

The National Association of Head Teachers has guidelines that headteachers must 'satisfy themselves' that their school's Anti-Bullying Policy complies with the HRA; the headteacher understands that they cannot do this without fully involving their teaching staff.

Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications may be considered criminal offences:

- Under the Malicious Communications Act 1988, it is an offence for a person to electronically communicate with another person with the intent to cause distress or anxiety, or which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.
- The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.
- Section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message, or other matter, that is grossly offensive or of an indecent, obscene or menacing character. It is unlawful to disseminate defamatory information through any media, including internet sites.
- Other forms of bullying which are illegal and should be reported to police include: violence or assault, theft, repeated harassment or intimidation and hate crimes.

Prevention

The school clearly communicates a whole-school commitment to addressing bullying in the form of a written statement ([Statement of intent/Anti Bullying Commitment Statement](#)) which is regularly promoted across the whole school. The academy focuses on Fundamental British Values of mutual respect to underpin all work to promote anti bullying.

All reported or witnessed instances of bullying in the school are challenged by a member of staff.

Staff encourage pupil co-operation and the development of interpersonal skills through the use of group work and pair work.

All types of bullying are discussed as part of the curriculum, and diversity, difference and respect for others is promoted and celebrated through various lessons.

Changing and organising seating arrangements in class helps to prevent instances of bullying.

Potential victims of bullying are drawn into working groups with children who do not abuse or take advantage of them.

Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and cultural groups.

All members of the school community are made aware of the school's Anti-Bullying Policy.

All staff members receive training on identifying and dealing with the different types of bullying.

A safe, supervised place is available for pupils to go to at lunch if they are involved in conflict with their peers, or wish to avoid a bully.

SEND Bullying

<http://www.anti-bullyingalliance.org.uk/media/37724/Involving-CYPSEND-response-to-bullying.pdf>

Students who are on the SEND register are more prone to bullying than their peers but this does not mean that all students with SEND will be bullied. At Cowes Enterprise College – An Ormiston Academy we continually monitor our SEND pupils through the SENCO regular one-two-one review meetings, daily through Personal Tutors and Heads of Year as needed.

When a student is identified as socially vulnerable because of their SEND Cowes Enterprise College – An Ormiston Academy takes every precaution to prevent as such incidents occurring. These strategies are listed above but with the addition of specific 'peer-awareness' sessions for vulnerable students that allow these students to express in their own words the impact that their SEND has upon them and generate some empathy from their peers.

In addition to this Cowes Enterprise College – An Ormiston Academy recognises that it might be more difficult for some students with SEND to express their concerns about bullying and so with the enrolment of each new student we spend a considerable amount of time preparing them with this policy, explaining what it means and the various ways in which they might communicate any concerns and finally agree with the student in advance which method and person they would most like to use to express themselves.

Note due to the individual nature of SEND students these strategies are continually evolving in line with their individual needs and where necessary additional prevention strategies will be put in place.

Signs of bullying

Some of the signs that a pupil may be victim of bullying include, but are not limited to, the following:

- Being frightened to travel to or from school
- Asking to be driven to school
- Unwillingness to attend school
- Truancy
- Becoming anxious or lacking confidence

- Saying that they feel ill in the morning
- Decreased involvement in school work
- Returning home with torn clothes or damaged possessions
- Missing possessions
- Missing dinner money
- Asking for extra money or stealing
- Cuts or bruises
- Lack of appetite
- Unwillingness to use the internet or mobile devices
- Becoming agitated when receiving calls or text messages
- Lack of eye contact
- Becoming short tempered
- Change in behaviour and attitude at home

Although the signs outlined above may not be due to bullying, they may be due to deeper social, emotional or mental issues, so are still worth investigating.

Pupils who display a significant number of these signs are engaged with, in order to determine the underlying issues, whether they are due to bullying or other issues.

Staff principles

Prevention is at the forefront of the school's Anti-Bullying Policy.

Staff treat reports of bullying very seriously; never assume that it is 'just banter'.

Staff do not ignore signs of suspected bullying.

Unpleasantness from one pupil towards another is always challenged and never ignored.

Staff take action immediately; this applies to all staff, not solely teaching staff.

Staff always respect pupils' privacy, and information about specific instances of bullying are not discussed with others, unless it is in a setting that the victim has given consent to.

Follow-up support is given to both the victim and bully in the months following any incidents, to ensure all bullying has stopped.

Follow up with a meeting with those involved to discuss how effectively they felt the incident has been dealt with to inform future practice and to inform the termly review.

Roles and responsibilities

The governing body evaluates and reviews this policy to ensure that it is non-discriminatory.

It is the responsibility of all staff to be alert to possible bullying of pupils and to deal with incidents as the highest priority.

The Vice Principal reviews and amends this policy, taking account of new legislation and government guidance, and using staff experience of dealing with bullying incidents in the previous year to improve procedures.

The Head of Admin keeps a Bullying Record of all reported incidents including which type of bullying has occurred to allow for proper analyses of the data collected.

The Vice Principal analyses the data in the Bullying Record at termly intervals in order to identify any trends in the types of bullying occurring and implement the appropriate measures to tackle it.

The Vice Principal arranges appropriate training for staff members.

Each Year Team and/or Vice Principal corresponds and meets with parents/carers where necessary. They also provide a point of contact when more serious bullying incidents occur.

Teachers, classroom support staff, Tutors and the Pastoral Teams are alert to social dynamics in their class and are available for pupils who wish to report bullying. They also provide follow-up support after bullying incidents.

Teachers ensure that they are alert to possible bullying situations, particularly exclusion from friendship groups, and that they inform the pupil's Tutor and Year Head of such observations.

All staff will avoid gender stereotyping when dealing with bullying.

Throughout the year, the composition of pupil groups shows sensitivity to those who have been the victims of bullying.

The school nurses, often the first people to receive reports of bullying, offer emotional support to victims, and alert the relevant Academy Safeguarding Team.

Parents/carers are advised to inform their child's Tutor if they are concerned that their child may be bullied or be involved in bullying.

Pupils are advised to inform a member of staff if they witness bullying, or are a victim of bullying.

Pupils are taught not to make counter-threats if they are victims of bullying.

Pupils are taught to walk away from any dangerous situations and avoid involving other pupils in incidents.

Pupils are advised to retain all evidence of cyber bullying.

Procedures

Minor incidents are reported to the pupil's Year Head who investigates the incident, sets appropriate sanctions for the perpetrator, and informs the Vice Principal and Child's Tutor in writing of the incident and outcome.

When investigating a bullying incident, the following procedures are adopted:

- The victim, alleged bully and witnesses are all interviewed separately
- Members of staff ensure that there is no possibility of contact between the pupils interviewed, including electronic communication
- If a pupil is injured, members of staff take the pupil immediately to the school nurse for a medical opinion on the extent of their injuries
- A room is used that allows for privacy during interviews
- A witness is used for serious incidents
- If appropriate, all parties (bully, victim, witnesses) are asked to write down details of the incident; this may need prompting with questions from the member of staff to obtain the full picture
- Premature assumptions are not made, as it is important not to be judgmental at this stage
- Members of staff listen carefully to all accounts, being non-confrontational and not attaching blame until the investigation is complete
- All concerned pupils are informed that they must not discuss the interview with other pupils

Due to the potential for sexist, transphobic and sexual bullying to be characterised by inappropriate sexual behaviour, staff members involved in dealing with the incident are required to consider whether there is a need for safeguarding processes to be implemented.

Sanctions

If the Year Head is satisfied that bullying did take place, the pupil will be helped to understand the consequences of their actions and warned that there must be no further incidents.

The Year Head informs the pupil of the type of sanction to be used in this instance (detentions, service-based activities, etc.) and future sanctions if the bullying continues.

If possible, the Year Head will attempt reconciliation and will obtain a genuine apology from the bully. This will either be in writing to the victim (and/or witnesses if appropriate), or face-to-face, but only with the victim's full consent. Discretion is used here; victims will never feel pressured into a face-to-face meeting with the bully.

The bullying pupil is made to realise that some pupils do not appreciate the distress they are causing, and that they should change their behaviour.

Parents/carers are informed of bullying incidents and what action is being taken.

The Year Head informally monitors the pupils involved over the next half-term.

Support

If the pupil visits the school nurse, the school nurse informally checks whether the bullying has stopped.

The Year Head informally checks whether the bullying has stopped on a weekly basis for a month after the initial complaint of bullying.

The Year Head formally checks whether the bullying has stopped the week after the bullying, and again during the same half term.

If necessary, group dynamics are broken up by members of staff by assigning places in classes.

The victim is encouraged to tell a trusted adult in school if bullying is repeated.

The victim is encouraged to broaden their friendship groups by joining lunchtime or after-school club or activity.

Follow up support

The progress of both the bully and the victim are monitored by their Year Head and information communicated to the child's Tutor. One-on-one sessions to discuss how they are progressing may be appropriate.

If appropriate, follow-up correspondence is arranged with parents/carers one month after the incident.

Pupils who have been bullied are supported in the following ways:

- Being listened to
- Having an immediate opportunity to meet with their Year Mentor or a member of staff of their choice
- Being reassured

- Being offered continued support
- Being offered counselling, where appropriate

Pupils who have bullied others are supported in the following ways:

- Receiving a consequence for their actions
- Being able to discuss what happened
- Reflecting on why they became involved
- Understanding what they did wrong and why they need to change their behaviour
- Appropriate assistance from parents/carers

Bullying outside of school

- Teachers have the power to discipline pupils for misbehaving outside of the school premises. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.
- Where bullying outside school is reported to school staff, it is investigated and acted on. In all cases of misbehaviour or bullying, the teacher can only discipline the pupil on school premises, or elsewhere when the pupil is under the lawful control of the member of staff.
- The headteacher has a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives the headteacher the power to regulate pupils' conduct when they are not on school premises, and therefore not under the lawful charge of a school staff member.
- The Vice Principal is responsible for determining whether it is appropriate to notify the police or the anti-social behaviour coordinator of the action taken against a pupil.
- If the misbehaviour could be of a criminal nature, or poses a serious threat to a member of the public, the police are always informed.

Policy review

This policy is reviewed every year by the Vice Principal.

The scheduled review date for this policy is July 2019.

Appendices

- I.5. Behaviours which could constitute bullying
- I.6. Strategies to deal with incidents of bullying (for students, parents and staff)
- I.7. Procedures to be followed at the academy if bullying occurs
- I.8. Academy Heroes – Job Description

Details of the academy annual programme of anti-bullying education for students and parents and the annual programme of staff anti-bully training are available on our website.

Appendix I.5

Behaviours that could be bullying

Almost anything can be seen as bullying if it meets the three tests:

- In involves an imbalance of power
- It is repeated
- It is designed to hurt or upset

Many of these behaviours are wrong in themselves, even if they don't meet the above tests, for example:

- Physical violence
- Verbal abuse
- Insulting an individual about the protected characteristics of:
 - Race
 - Sexual orientation
 - Gender
 - Disability (including learning needs)
 - Religious beliefs
- Theft, vandalism, telling lies or spreading false information
- Posting images or information about individuals online without permission
- Etc.

However, much ordinary, seemingly innocent behaviour, which ordinarily might not be a problem, can be considered bullying if they meet the three tests. For example, all of the following have been seen as bullying in certain cases:

- Comments made in the hearing of bully victims (but not directed at them)
- A group of students ignoring someone
- Mimicking facial expressions, characteristics or speech
- Gestures
- Noises
- Being overtly judgmental
- Drawings or graffiti
- Text messages
- Posts on social media
- Thoughtless 'jokes' or 'banter'
- 'Friending' and 'unfriending' on social media
- Spreading rumours
- Pushing, nudging, tripping or blocking
- Damaging individual's work

In short, if it is designed to hurt or upset and it is repeated more than once by the same person or by different people to the same victim, it is likely to be bullying and is wrong.

Sometimes problems arise because of misunderstandings between friendship groups or false messages being passed on by a third party but even this needs resolving.

Appendix I.6

Strategies to deal with bullying

There are four parts to the Cowes anti-bullying strategy:

- Raise Awareness**
- Report it**
- Record the details**
- Respond appropriately**

Raising Awareness

- Publicising this policy
- Training staff
- Human Utopia
- Prevention and Education
- Training parents
- Training students
 - How to respond
 - Why people bully

The consequences of bullying can be very serious. Possible indications of bullying that staff, students and parents can be alert to can include:

- A reluctance to attend the academy
- Sleeplessness
- Headaches/stomach aches/loss of appetite
- A change in personality/behaviours

Reporting bullying

- Telling an adult
- By emailing the Vice Principal: jharding@cowesec.org

Recording the details

- A personal log
- School record keeping

Responding

The academy employs a Menu of approaches to Bullying taking consideration that every situation is different and may require a bespoke approach.

Strategies for Students

- Tell someone immediately – even if they are not personally being bullied
- Standing up for yourself
- Standing up for someone else
- Recording incidents

Pupils should speak to an adult if they are upset by how they have been treated or if they are concerned about one of their peers. If they receive emails, texts or messages that make them feel uncomfortable, pupils should save them and show them to an adult - these messages should not be

responded to.

Strategies for parents

- Reassure your child. It is not their fault and the matter will be dealt with sensitively. Your child has done the correct thing in 'telling'
- Contact your child's Form Tutor or Year Team
- Encouraging your child to talk about bullying
- Resisting the natural urge to want to take instant action!
- Working with the academy
- Contacting the police

Please remember that your child's account is only one side of the story and the academy has a commitment to investigate all reports fully before deciding on the best course of action.

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's Head of Year immediately.

Parents have a responsibility to support the Academy's anti-bullying policy and to actively encourage their child to be a positive member of the Academy through fostering in their children, acceptable standards of behaviour, good personal relationships and respect for others.

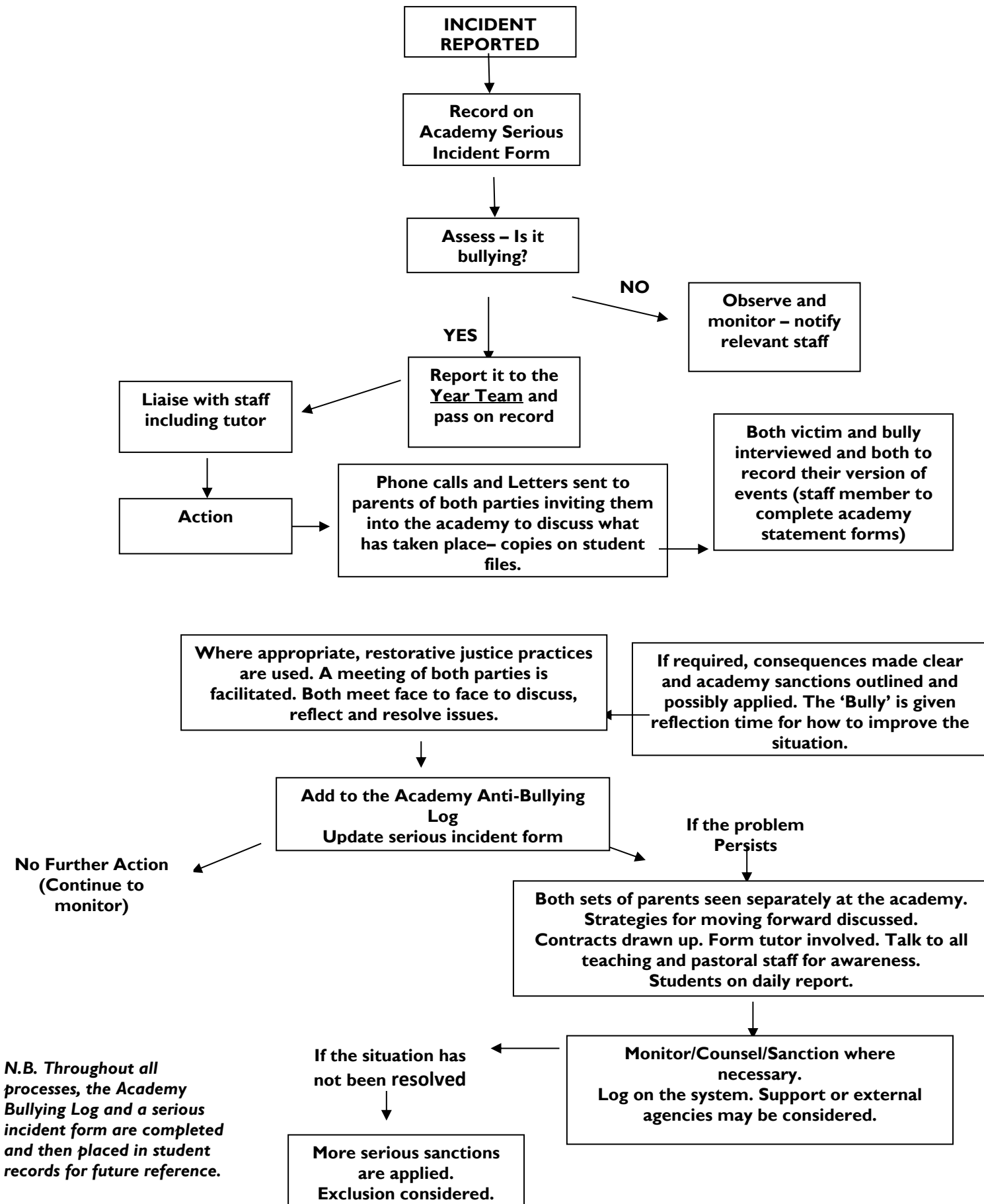
Strategies for Staff

- If a student discloses bullying to a member of staff, they deal with the matter immediately (see 5.3)
- Staff take all disclosures seriously, remembering that children can sometimes have a different perception of what may or may not be serious and all disclosures are dealt with sensitively
- If a member of staff is unsure how to proceed they should always seek advice

Strategies for the academy

- Give the victim control (to encourage reporting)
- Keep accurate records
- Talk to the bully
- No-blame approach
- Deployment of Heroes
- Empower the witnesses
- Contact with parents
- Supporting bullies
- Sanctions on the bully
 - Recording and warning
 - Involving parents
 - Detention
 - Isolation
 - Fixed-term exclusion
 - Permanent exclusion

5.3 Procedures to be followed at the academy if Bullying occurs



Appendix I.8

Academy Heroes – Job Description

1. To be eyes and ears around the academy, standing up for the rights and wellbeing of others.
2. To know what to do when you see or hear about someone being bullied or victimised.
3. To respect confidentiality except where you know about something that could cause significant harm to a young person.
4. To use your training and knowledge to support the victims of bullying in the academy.
5. To engage in the academy annual programme of anti-bullying education for students, staff and parents.

The Annual Hero programme for the Academy is available on our website