



Anti-Bullying Policy

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Policy Version Control

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

Policy Version Control

Policy type	Template
Policy prepared by (name and department)	Sarah Bloomer
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Statement of intent

Ormiston Bolingbroke 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 Ormiston Bolinbroke 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
- Cyber Bullying Policy/Social Media Policy
- Peer on Peer Abuse 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.

Students at OBA have defined bullying as...

When a person is targeted by one or more people consistently making them feel isolated, lonely and unwanted.

Deliberately attacking someone's differences such as disability, religion, race, sexual orientation, personal beliefs, gender, culture and home life.

Coming in many forms including verbal, physical, emotional or online (ie social media /texting).

Able to lead to mental health issues such as anxiety, lack of confidence and stress.

Something that allows emotions to be left broken.

This definition was agreed by the Student Parliament on 25th May 2018.

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](#)) which is regularly promoted across the whole school. (See Appendix A).

British values are delivered in assemblies and explicitly in the curriculum. There is an audit of where British values are delivered in each subject. The key delivery regarding British values and anti-bullying is in our ECM curriculum. The link between the promotion and teaching of British values and our anti-bullying work is shown in Appendix B.

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.

Ormiston Bolinbroke Academy promotes its anti-bullying message through its annual Friendship Conference and through its values-led student induction (September 2018 onwards).

From September 2018, Ormiston Bolingbroke Academy will have student leadership opportunities for Anti-bullying Ambassadors.

Regular training and updates for staff on the Academy's policy and practices regarding Anti-bullying.

An anonymous reporting button via the school website.

A 'post box' for students to leave notes of concern.

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 Ormiston Bolingbroke Academy we continually monitor our SEND pupils through the SENCO and SEN team 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 Ormiston Bolingbroke Adacemy 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 Ormiston Bolingbroke 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. They take a termly report relating to bullying incidents in the school.

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 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 Vice Principal of Student Services ensures that a Bullying Record of all reported incidents is kept, including which type of bullying has occurred, to allow for proper analyses of the data collected.

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

The Vice Principal of Student Services arranges appropriate training for staff members.

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

Teachers and Teaching Assistants 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 Form Tutor 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.

Parents/carers are advised to inform their child's Form 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

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 judgemental 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
- A bullying log is open and procedures used to inform parents/carers of bullying incidents and what action is being taken, and to guide follow up. A sample bullying log can be found in Appendix C,
- OBA has an on site police officer. It may be appropriate to involve Cheshire Police in incidents. Parents will be kept fully informed if this is the case and the victim's parent can request that this does not happen.

If the incident meets the test for bullying (as defined by this policy) a bullying log is opened.

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 Head of Year 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 Head of Year 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 Head of Year 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.

Support

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

The Head of Year formally checks whether the bullying has stopped following the pattern in the bullying log

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 Form Tutor. One-on-one sessions to discuss how they are progressing may be appropriate.

If appropriate, follow-up correspondence is arranged with parents/carers.

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

- Being listened to
- Having an immediate opportunity to meet with their Form Tutor 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 behavior

- Appropriate assistance from parents/carers
- Access to restorative practices

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 Assistant Principal, Vice Principal and/or Principal is responsible for determining whether it is appropriate to notify the police or the 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 of Student Services. Any update is shared with Governors and a staff update will be given.

The scheduled review date for this policy is one year from date of issue on front page.

ORMISTON BOLINGBROKE ACADEMY

STUDENT ANTI-BULLYING POLICY

Every Child Matters at OBA

Bullying of any kind is unacceptable in the academy. We will not tolerate bullying.

We feel very strongly that all students have the right to feel happy and secure when they are at the academy and they should not be bullied or frightened by others.

WHAT IS BULLYING?

Bullying is any verbal, physical or emotional intimidation which results in someone being hurt or feeling unhappy.

Bullying is usually persistent and can take many forms :

- EMOTIONAL :** Being unfriendly, leaving people out of peer groups and tormenting, i.e hiding belongings.
- PHYSICAL :** Pushing, hitting, kicking, other forms of violence.
- VERBAL :** Name calling, sarcasm, spreading rumours, teasing, threatening, frightening.
- NON - VERBAL :** Staring someone out, laughing at someone as a group.
- CYBER :** All inappropriate use of the internet, or other forms of communication technology, including texting or using social media to send threatening messages, spread rumours, name calling, etc.
- SEXUAL :** Sexual harassment (unwanted physical contact), sexual abuse, humiliating comments.
- RACIST :** Racial; taunts, graffiti, gestures, name calling.
- HOMOPHOBIC, BIPHOBIC, TRANSPHOBIC :** Focusing on the issue of sexuality

AT OBA WE AGREE TO TREAT OTHERS HOW WE WOULD LIKE TO BE TREATED OURSELVES

APPENDIX B

Anti-Bullying and British Values

At OBA students and staff work together to tackle incidents of bullying

Individual liberty: We all have a choice, to be kind, considerate and supportive of others. We use our freedom of choice wisely. We know we can report any instances of anti-bullying to any of the teachers at OBA; this is our right and we will be supported.

The rule of law - At OBA staff take bullying seriously and tackle it quickly. They follow academy procedures to ensure that action is taken swiftly and impact is measured over time.

Mutual respect - At OBA no one should be targeted. Everyone deserves to be respected and treated equally. We treat others how we would like to be treated ourselves.

Tolerance - We do not tolerate bullying at OBA in any form. We appreciate that everyone has different opinions and beliefs. We regard people of all faiths, gender identity, sexuality, races and cultures with respect and tolerance.

Democracy - At OBA we, as students, have a voice in school and are consulted on policies and matters that affect our school lives. The student parliament is a collection of elected students that lead on these initiatives. All students are given the opportunity to apply to be an Anti-bullying ambassador in the school and receive training from the Diana Award.