



Anti-Bullying Policy

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1. General policy statement

This policy will help staff to achieve the vision of the school, which is that the “staff and governors at Astrea Academy Dearne encourage an ethos within the school that develops the quality of relationships within it.” The aim of the policy is to abolish any form of bullying.

We as a community are united and have an equal obligation to dispel bullying so that EVERYBODY can have a space where they are able to coincide in peace and safety. This will ensure that the school provides an environment where every child can feel:

- Safe
- Healthy
- Able to enjoy and achieve
- Able to contribute to future economic well-being
- Able to make a positive contribution.

To protect the rights of all children to have a safe and secure learning environment Astrea Academy Dearne will continuously work towards preventing acts of bullying, harassment, and other forms of aggression and violence as these behaviours are unacceptable and interfere with both our school’s ability to educate children and a child’s ability to learn. If such a case arises, the staff at Astrea Academy Dearne will follow the anti-bullying guidelines laid out in this policy. This will enable staff to:

- identify children displaying unacceptable behaviour and know how to support them in order that they develop the necessary skills to participate in the school community effectively and positively
- keep all other children safe, happy and confident
- identify signs that indicate that a pupil may be experiencing bullying but are not reporting it.

2. Understanding Bullying

The Diana Award definition of bullying;

‘Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.’

Types of Bullying

- **Physical** – Repeated negative use of body contact to intentionally hurt others.
E.g. Punching, kicking, spitting at someone.
- **Verbal**- The repeated negative use of speech, sign language or verbal gestures to intentionally harm (hurt) others.
E.g. Swearing, offensive language, discriminatory language.
- **Indirect**- Repeated negative actions which are neither physical nor verbal, to intentionally hurt others.
E.g., Isolating someone from a group, damaging/taking somebody’s property, physical intimidation.
- **Cyberbullying**- The use of electronic communication to bully a person.
E.g., Trolling, harassment, exposing, catfishing, stalking, denigration, exclusion.

Types of cyber-bullying

- **Flaming**: Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged.
- **Denigration**: Putting mean online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone.
- **Exclusion**: Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities.
- **Outing**: Sharing secrets about someone online including confidential information, pictures, and videos.
- **Trickery**: Tricking someone into revealing personal information then sharing it with others.
- **Impersonation**: Pretending to be someone else when sending or posting mean or false messages online.
- **Harassment**: Repeatedly sending malicious messages to someone online.
- **Cyber-stalking**: Continuously harassing and denigration including threats of physical harm.

Actions NOT considered to be bullying

All children have upsets and squabbles; these are not classed as bullying and are dealt with through the Behaviour Policy. Actions not considered to be bullying are:

- not liking someone
- being excluded (unintentionally)
- accidentally bumping into someone
- making other **children** play things a certain way
- a single act of telling a joke about someone
- arguments
- expression of unpleasant thoughts or feelings regarding others
- isolated acts of harassment, aggressive behaviour, intimidation, or meanness.

Reasons for bullying

Some reasons why children might bully someone include:

- they think it is fun, or that it makes them popular
- they feel more powerful or important, or they want to get their own way all the time
- they feel insecure or lack confidence or are trying to fit in with a group
- they are fearful of other children's differences
- they are jealous of another child

- they are unhappy
- they are copying what they have seen others do before, or what has been done to them.

The effects of bullying

All forms of bullying cause psychological, emotional, and physical stress. Each child's response to being bullied is unique, however some signs that may point to a bullying problem are:

- depression and anxiety
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness
- loss of interest in activities they used to enjoy
- unexplainable injuries
- lost or destroyed clothing, books, electronics, or jewellery
- frequent headaches or stomach aches, feeling sick or faking illness
- changes in eating habits, like suddenly skipping meals or binge eating. Children may come home from school hungry because they did not eat lunch
- difficulty sleeping or frequent nightmares
- declining grades, loss of interest in schoolwork, or not wanting to go to school
- sudden loss of friends or avoidance of social situations
- self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.

Discrimination

Bullying can be fuelled by prejudice. Under the Equality Act 2010 it is against the law to discriminate against anyone because of;

- Age
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or having a child
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Sex
- Sexual orientation

A hate incident is any incident which is based on a person's prejudice towards someone because of their race, religion, sexual orientation, disability or because they are transgender.

3. Principles

Our Anti-Bullying Policy:

- Enables students to achieve their potential in a safe, secure and friendly environment.
- Encourages an ethos of respect for self and for others
- Clarifies the procedures for recording and monitoring reported incidents
- Raises awareness of the school's attitude towards bullying amongst young people, parents, staff, governors and all stake holders
- Enhances and enlists the support of outside agencies
- Encourages meaningful, trusting and supportive links with parent and carers.
- Ensures that allegations of bullying are dealt with swiftly, sympathetically, fairly and conclusively
- Empowers students to be upstanders and contribute towards anti-bullying within school.
- Strives to meet the needs of every child

4. Implementation

- Increase knowledge of bullying and enlist the support of all Dearne adults.
- Raise awareness of anti-bullying initiatives around the school.
- Dearne Adults and parents/carers should model behaviour which sets the standards we expect students to follow.
- Dearne adults should be available to offer support.
- Dearne adults to treat any information seriously and record precisely.
- Advice should be sought from year teams where incidents of bullying cannot be resolved.
- Provide supervised mixed age social provision within Astrea Academy Dearne.
- Encourage students to take responsibility for themselves and provide opportunities for students to contribute to anti-bullying initiatives.
- All Dearne adults will question inappropriate behaviour and reinforce expected behaviour.
- Dearne adults will provide support and empathy to any victim of bullying.
- Curriculum studies and Form time should include programmes which build self-esteem, self-confidence and responsible assertiveness.

5. Cyber Bullying

This is an ever-growing issue in our community as modern technology becomes more important to students. It is important to monitor your children and keep them safe online.

- There are different signs and symptoms to be aware of such as;
- Being secretive with phone, computer, tablet.
- Using more phone credit or internet data.
- Spending large periods of time on social media.
- Suddenly stopping using devices used for social media.

6. What to do if your child is being bullied

It is important that you talk with your child if you suspect he/she may be being bullied. Contact school to speak to a member of staff, this could be form tutor, classroom teacher or a member of the year team.

If you suspect your child is being cyber bullied:

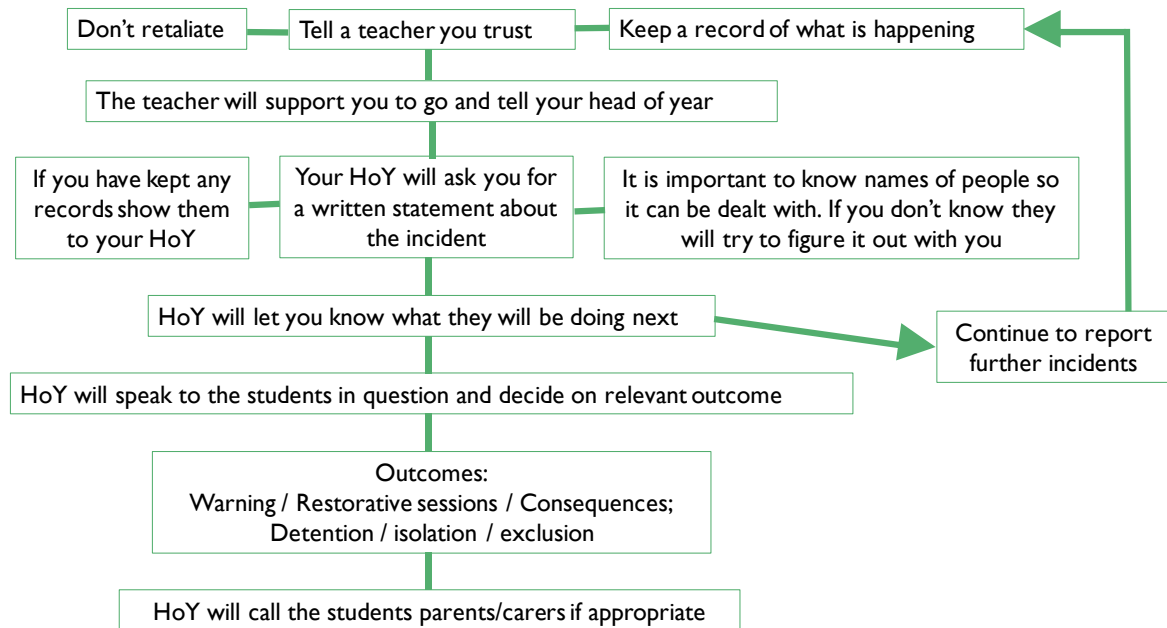
- Record time and dates of any phone calls, messages or prank calls.
- Note down websites or apps being used by your child if you suspect they are being used for bullying.
- Monitor the amount of time your child spends on devices and if they become distressed after usage.
- Keep the computer in a social place in the home where they are not using in isolation.
- Use block and report tools on social media accounts. When reporting it is helpful to comment with as much information as possible and add contact details for them to contact you.
- **Malicious communication that occurs outside of school hours should be reported to relevant social media reporting channels and/or reported to the police.**

7. What can my child do if they are being bullied?

Report the bullying to a member of staff in person or by using the following email address: ltstopsnow@astreadearne.org



What should happen when I report bullying?



8. Recording and Monitoring Procedures

It is the responsibility of every member of staff to act upon any reported incident of bullying. These procedures will be undertaken firstly by the year teams.

- Speak to the person has been bullied and any witness, completing the incident record form
- Reassure the person who has been bullied that it will be dealt with
- Speak to the people displaying the bullying behaviour separately
- Consider if mediation between those involved is appropriate to resolve the situation
- Decide upon the appropriate consequences. Further information can be found in the schools Positive Behaviour Management and Rewards Policy.
- Report any safeguarding concerns on CPOMS. Find further information in the Safeguarding and child protection policy.
- Consider any safety measures which may need implementing
- Contact parents/carers of the parties involved to inform them of the incident and action taken. Parents/carers are welcome to make an appointment and come into school to discuss the situation.
- Record the incident on an incident record form and pass to the relevant HOY is this duplicate of first action – should they all be investigated by HOY?
- Key work the person who has been bullied, monitor the situation and keep parents/carers informed of progress or developments
- Put in place any necessary support referrals or interventions including restorative practice approaches (i.e., victim awareness, conversations and mediation).
- Monitor and review the situation.

9. Strategies to Reduce Bullying

Astrea Academy Dearne has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour, including:

- the consistent promotion of the Trust’s Behaviour and Culture Framework which requires all pupils to respect the rights of others
- the reinforcement of the clear message that violence has no place at Astrea Academy Dearne
- consultation with the ‘Student Voice’ on appropriate action
- take part in initiatives such as Anti-Bullying Week
- training for all members of staff on anti-bullying policy and strategy
- the supervision by school staff of all play areas at lunch times and breaks
- providing information to all parents on the symptoms of bullying and the steps to take if they suspect their child is being bullied
- a clear policy of mobile phones not permitted to be in use during school hours
- the celebration of all student’s backgrounds and cultures through assemblies
- during assemblies, form time and Personal Development lessons discuss and explore bullying issues with the students
- raising awareness of cyber bullying and teaching students to safely use technology (including mobile phones, email, internet)
- all websites accessed in school are screened. This software screens the language used in all documents, emails and websites. Rude or offensive emails, websites, documents are sent to the principal. Action will be taken and recorded on CPOMS
- effective recording systems
- work with multi-agency teams including police and children’s services as appropriate
- contact the parents of both the student being bullied and the bully
- challenge sexual content within verbal abuse, especially challenging the word ‘gay’ and other homophobic language.

10. Roles and Responsibilities

The Education Act 2002, Education and Inspections Act 2006 and Equalities Act 2006 all refer to a school’s legal responsibility to prevent and tackle bullying. By law, all state schools must have a behaviour policy in place and displayed on their website and must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school.

Astrea Academy Dearne have also developed this anti-bullying policy, a copy of which is available from the school office and on the school website for parents, staff and pupils to access when and as they wish. Schools have the legal power to make sure pupils behave and do not bully outside of school premises, for example on public transport or in nearby public communal areas. If seen as appropriate the principal or staff can choose to report bullying to the police or local council. During school hours, including while pupils are taking part in school visits, after school clubs and cyber bullying the school has direct responsibility to ensure children feel safe and secure.

The role of governors

The governing body supports the principal in all attempts to eliminate bullying from the school. The governing body will not condone any bullying at all, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.

The governing body monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly. The governors require the principal to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of the school’s anti-bullying strategies.

A parent/carer who is dissatisfied with the way the school has dealt with a bullying incident can make a complaint to the chair of governors. The complaint will be dealt with in accordance with the complaints policy which can be accessed from the school’s website.

The role of the principal

It is the responsibility of the principal to implement the school’s anti-bullying strategy, to ensure that all stakeholders are aware of the school policy, and that they know how to identify and deal with incidents of bullying. The principal will report to the governing body about the effectiveness of the anti-bullying policy on request. Although the principal has overall responsibility, they may have nominated a staff member to implement the anti-bullying policy.

It is the principal (or designated member of staff) who must ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in school. The principal will draw the attention of children to this fact at suitable moments. For example, the principal may decide to use an assembly as the forum in which to discuss with the children why bullying is wrong.

The principal will ensure that all members of staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The principal will set the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the staff

Members of staff will do all that they can to eradicate bullying; they will ensure that they follow the school's anti-bullying policy.

All members of staff will routinely attend training that equips them to identify bullying and to follow school policy and procedures regarding behaviour management.

Staff will use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They will use drama, role-play, stories etc. within the curriculum, to help pupils understand the feelings of bullied children and to practise the restraint required to avoid lapsing into bullying behaviour. Ring fenced time will also be used to praise, reward and celebrate the successes of all children (such as celebration evenings or assemblies) and thus to help create a positive atmosphere.

Members of staff will keep a vigilant watch on suspected 'bullies'; any incidents will be handled carefully. It is important that the child responsible for initiating the bullying is dealt with appropriately. The person dealing with the incident will need to collect all the relevant information and then provide the principal with a copy in order that he/she can decide on an action. All cases are individual and various strategies will be employed by the principal to address the issue.

Teachers and support staff will do all they can to support a child who is being bullied.

Bullying in the workplace

Incidents, where it has been deemed that a member of staff has been bullying a child, will be taken very seriously. The principal, with the support of the governing body, will deal with this; formal action will be taken where necessary. Such action will also be taken if it is deemed that a member of staff is bullying other members of staff.

In the event of the principal being involved in such incidents, reports will be given immediately to the chair of governors who will also take formal action where necessary.

If you are a member of staff who is experiencing bullying (by other adults or students), you should inform your line manager, a member of the senior leadership team or your union representative as soon as possible. You can contact the governors if you feel the situation is unresolved. For visitors to the school, any concerns should be directed to the principal (or other appropriate member of staff).

The role of parents/carers

Parents/carers, 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 class teacher, head of year or Designated Safeguarding Lead immediately. If they are not satisfied with the action taken, they should contact the principal. If they remain dissatisfied, they should follow the procedure detailed above. Parents/carers have a responsibility to support the school's anti-bullying policy by actively encouraging their child to be a positive member of the school and this expectation of support is outlined in the home/school agreement

The role of pupils

Pupils are encouraged to tell somebody they trust such as a teacher, head of year, senior leader etc. if they are being bullied. If the bullying continues, they must keep on letting people know; the children are taught several strategies to help them with this.

Pupils are also encouraged to participate fully in activities that raise their awareness about bullying in order that they clearly understand what to do if they, or another child, are being bullied.

11. Useful Resources

Any Child in trouble can call Childline – 0800 1111

NSPCC helpline if you are worried about a child – 0808 800 5000

Family Lives offer support for any aspect of parenting and family life – 0808 800 2222

Speak to The National Bullying Helpline about a child who is being bullied at school – 0845 22 55 787

Websites:

Anti-Bullying Alliance – www.anti-bullyingalliance.org.uk Resources and information for parents and schools to help address bullying of children with special educational needs and disabilities.

Beatbullying – www.beatbullying.org Offers online information and practical advice on dealing with bullying for children, young people, parents and professionals. Also train CyberMentors and MiniMentors to provide peer support to children and young people.

Bullying UK – www.bullying.co.uk / Helpline: 0808 800 2222 Offers information for parents, young people and professionals who are concerned about bullying.

Childnet International – www.childnet-int.org Works with organisations to help make the Internet a safe place for children. Has online information for parents, children and young people.

Kidscape – Helpline: 08451 205 204 / www.kidscape.org.uk Provides a helpline for parents of children who are being bullied and offers confidence-building sessions for children who are being bullied.

www.nspcc.org.uk

www.nationalbullyinghelpline.co.uk

www.safeguardingchildrenbarnsley.com

www.childline.org.uk

www.each.education

www.youngminds.org.uk

www.youngstonewall.org.uk

www.stoptextbully.com

www.beyondbullying.com

www.cyberbullying.org

www.chatdanger.com

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989.

Although bullying is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence. For example, under the Malicious Communications Act 1988, any person who sends an electronic communication 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, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.