



INSPIRE
Connected Communities Trust

Anti-Bullying Friendship Policy

Inspire CCT is a place where everyone has the right to be themselves. It's a place where everyone can feel safe, be happy and learn. Everyone at our school is equal and acts with respect and kindness towards each other.

Bullying of any kind is unacceptable and will not be tolerated in our schools. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle bullying, harassment or discrimination.

The safety, welfare and well-being of all students and staff is a key priority. We actively promote values of respect and equality and work to ensure difference and diversity is celebrated across the whole Trust. We want our students to become responsible citizens and to prepare them for life in 21st century Britain. These values reflect those that will be expected of our students by society, whether they go onto to college, work or residential settings in the wider world.

The positive behaviour, relationships policy explains how we promote positive behaviour in school to create an environment where pupils display positive behaviour, abilities and attitudes whilst promoting self-esteem and encouraging mutual respect. This is implemented within the school day through the school ethos, role modelling, ready, respect, safe and praising, celebrating the success of pupils.

We also utilise the school's curriculum and promote positive behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practiced. Our aim is to create a culture where bullying is not accepted by anyone within the school community.

Our curriculum is used to;

- Raise awareness about bullying
- Increase understanding for targets of bullying and support in building an anti-bullying ethos
- Teach pupils how to constructively manage their relationships with others
- Themed weeks, themed assemblies, role play, external workshops/visitors are used to show what pupils can do to prevent bullying, and to create an anti-bullying culture in school.

The school endeavours to ensure that all pupils know the difference between bullying and 'falling out'.

We are committed to improving our approach to bullying and will review and assess the impact of our preventative measures. We recognise and take into consideration the additional needs and complexities that some of our students experience in areas such as mental health and social interaction. With any reported incident, we will use a restorative approach, meeting each student at their point of need, to support their individual understanding seeking to find a positive way forward.

Related policies include the Relationships policy, RSE policy and the Online Safety policy available from the website or hard copies as requested from the office.

Definition of Bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or a group. The STOP acronym can be applied to define bullying – Several Times On Purpose.

The nature of bullying can be:

- PHYSICAL – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- ATTACKING PROPERTY – such as damaging, stealing or hiding someone's possession
- VERBAL- such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- PSYCHOLOGICAL- such as deliberately excluding or ignoring people
- CYBER- such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- Race
- Religion or Belief
- Culture or class
- Gender
- Sexual orientation
- Gender identity
- Special educational needs or disability
- Appearance or health conditions
- Related to home or personal situation
- Related to another vulnerable group of people

No form of bullying will be tolerated and all incidents will be taken seriously

Reported bullying

STUDENTS WHO ARE BEING BULLIED: If a student is being bullied, they are encouraged not to retaliate but to tell someone they trust about it such as a family member or trusted adult.

They are also encouraged to report it in school and or the Maples (if attending):

- Report it to an adult in your class
- Report it to any adult at school
- Report it to any adult at Maples (if attending)
- Tell an adult at home
- Report anonymously through writing a note and leaving it at the office
- Call Child Line to speak to someone in confidence on 0800 1111

Reporting – roles and responsibilities

Staff

All school staff have a duty to report bullying, to be vigilant to the signs of bullying and to play an active part in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform the class team.

Senior Staff

The Senior Leadership Team, Heads Teacher and the CEO have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

Parents And Carers

Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or any other unusual behaviour. Parents and carers should encourage their child not to retaliate and support them to report the bullying. Parents and carers can report an incident of bullying to the school either in person or by phoning or emailing the school office or the Head of School.

Students

Students should not take part in any kind of bullying. They should be encouraged and supported to tell an adult if they see something that they think is wrong.

Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying on an incident reporting form and also record the incident centrally on C-POMS
- Designated school staff will monitor incident reporting forms and information recorded on C-POMS analysing and evaluating the results
- Designated school staff will produce termly reports summarising the information, which the Head of School will report to the Academy Advocates
- Staff will offer support to the target of the bullying in discussion with the student's class team. Individual meetings will be then held with any target of the bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault. Action plans will be based on working restoratively to resolve conflict and working together to move forward positively.
- Staff will pro-actively respond to the bully who may require support. They will discuss with the class team to devise a plan of action. Action plans will be based on working restoratively to resolve conflict and working together to move forward positively.
- Staff will inform parents or carers and where necessary involve them in any plans of action.
- Staff will assess whether any other authorities (such as Police) need to be involved, particularly when actions take place out of school.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside school or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying means that it can impact on student's wellbeing beyond the school day. Staff, parents and carers, and students must be vigilant to bullying outside of school and report and respond accordingly to their responsibilities as outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on C-POMS and follow up actions and logical responses as supported through working restoratively, if staff or students are found to be using any such language. Staff are also encouraged to record the casual use of derogatory language using C-POMS and support restoratively through whole class learning and circle time and where required direct challenge and conversation.

Prejudice-based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the Headteacher regularly reporting incidents to the Academy Advocates. This not only ensures that all incidents are dealt with accordingly but helps to prevent bullying as it enables targeted anti-bullying interventions.

School initiatives to prevent and identify bullying

We use a range of methods to prevent and tackle bullying incidents.

A child friendly anti-bullying policy works towards supporting students to understand and uphold the anti-bullying policy.

Class teams will support their students to explore and discuss this in the manner relevant to the student's needs. Additional teaching and learning resources may be used to support the process and will link into our RSE/PSHE curriculum. The policy is displayed in both schools and available on the website – we will refer to it throughout the school year and during anti-bullying week.

The PHSE/RSE programme of study includes opportunities for students to understand about bullying, the different types and what they can do to respond to and prevent bullying. School assemblies and in class work helps raise student's awareness of bullying and derogatory language.

Difference and diversity are celebrated across the whole school through diverse displays books and images. The whole school participates in events including Anti-bullying week.

Black History month and LGBT+ History month alongside other school calendar events such as Autism Awareness week and World Down's Syndrome Day.

The school values of equality and respect are embedded across the curriculum to ensure that it is inclusive as possible.

Stereotypes are challenged by staff and pupils

Restorative working provides support to targets of bullying and those who show bullying behaviour.

Students will have opportunities to be involved in anti-bullying initiatives such as wellbeing champions and peer mentoring.

Training

The Headteacher is responsible for ensuring that all school staff, both teaching and non-teaching (including site managers, office staff, cleaners, catering staff, volunteers) receive regular training on all aspects of the anti-bullying policy.

Monitoring and reviewing

The Headteacher is responsible for reporting to the Local Committees on how the policy is being enforced and upheld via the termly report. The Local Committees are in turn responsible for monitoring the effectiveness of the policy via the report and by in-school monitoring such as learning walks and focus groups with pupils. This policy is reviewed every 12 months in consultation with the school community.

External support is available regarding anti-bullying and useful links are;

<https://www.anti-bullyingalliance.org.uk/>

<https://www.beyondbullying.com/>

<https://www.childline.org.uk/>

<https://www.kidscape.org.uk/>

<https://www.nspcc.org.uk/>

<https://www.thinkuknow.co.uk/parents/>

Childline: 0800 1111