

# Primary Anti-bullying Policy

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## Contents

Mission Statement .....	3
Values.....	3
Statement of Equality.....	3
Purpose .....	3
Principles.....	4
Procedures .....	4
Definition of Bullying.....	4
Homophobic, Biphobic and Transphobic (HBT) Bullying.....	5
Dealing with Incidents.....	5
Preventing, Identifying and Responding to Bullying .....	6
Roles and Responsibilities .....	6
Monitoring of Bullying.....	6
Our Primary Schools.....	6
Complaints procedure.....	7
Monitoring and review.....	7

## Mission Statement

*“To nurture and develop all people in our Trust so that they reach their full potential academically, vocationally, and personally, including being positive role models for future generations in the community. We will achieve this by providing high quality values-based education that cultivates employability and life skills making our schools the first choice for young people, parents, carers, staff and employers.”*

## Values

The values of Respect, Excellence, Collaboration, Independence, Perseverance, Enjoyment, Leadership, Integrity and Care are central to everything we do at the Skills for Life Trust.

## Statement of Equality

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

## Purpose

At the Skills for Life Trust, we have a zero-tolerance policy on bullying of any kind. If bullying does occur, all students should feel comfortable to tell an adult and know that the incident will be dealt with quickly and effectively. We believe it is the responsibility of everyone to report any incidents of bullying, whether suspected or witnessed.

We actively promote values of respect and equality and celebrate diversity across our schools. This allows our students to become responsible citizens and appreciate modern society when they leave our schools.

The Skills for Life Trust will regularly review and assess our Anti-bullying Policy, procedures and reporting system to ensure we are always improving, with student safety and welfare at the focus of our work.

## Principles

When tackling bullying, Skills for Life Trust will:

- Follow the DfE guidance *“Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”*, July 2017;
- Promote the principles of British Values including individual liberty, mutual respect and tolerance of all;
- Ensure Equality of Opportunity for all students;
- Ensure that our students develop ‘skills for life’ that will help them when they leave the Trust;
- Develop a culture within the Trust in which students feel able to disclose incidents that upset or distress them;
- Promote avenues for students to report bullying;
- Make students aware that all bullying concerns will be dealt with sensitively and effectively;
- Educate students about the effects and consequences of bullying.

## Procedures

### Definition of Bullying

Bullying is “Behaviour by an individual or a group, repeated over time that intentionally hurts another individual or group either physically or emotionally”. (DfE *“Preventing and Tackling Bullying”*, July 2017). It is referred to as ‘Child on Child Abuse’ as a safeguarding concern (DfE *“Keeping Children Safe in Education”*, September 2022).

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Bullying can happen to anyone. It can be related to gender identity, race, religion or culture, special educational needs or disability, appearance or physical or mental health conditions and sexual orientation. It can be carried out in person or via technology.

## Homophobic, Biphobic and Transphobic (HBT) Bullying

HBT bullying includes comments, insults or discrimination caused by prejudice against lesbian, gay and bisexual people and people who identify as trans.

HBT bullying can take different forms which can involve:

- Sexual gestures
- Spreading rumours
- Name calling and physical bullying
- Threat of being “outed”
- Being compared to LGBT+ celebrities
- Isolating a young person suspected of being LGBT+

All cases of HBT Bullying and language will be reported and dealt with according to this policy.

### Dealing with Incidents

Where bullying is suspected or reported, any immediate incident will be dealt with by the member of staff who has been approached. A clear and precise account of what has occurred will then be taken and supporting statements from any witnesses will be taken.

At the Skills for Life Trust, sanctions will be issued in line with Trust’s Behaviour Policy. This may include official warnings, detentions, removal of privileges, suspensions and permanent exclusions.

The parent/carers of both parties will be kept informed and if necessary and appropriate, the police or other local agencies will be consulted.

When responding to cyberbullying concerns the Trust will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and looking at screenshots etc. The Trust will request that the offending content is removed.

Where bullying has taken place outside of the school site, the Trust will ensure that the concern is investigated and that appropriate action is taken in accordance with the Trust’s Behaviour Policy.

Any student who has been the victim of bullying will be given the opportunity to discuss their experience with their class teacher. The Pastoral Team may also seek to organise restorative work between the two parties and use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

Anyone wishing to report an incident of bullying outside of school hours, can access the RED button on the School’s website which will direct them to a form which is monitored by key staff within each school. Alternatively they can email the school offices raising a concern.

## Preventing, Identifying and Responding to Bullying

The Skills for Life Trust seeks to prevent bullying where possible by creating an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.

The Skills for Life Trust Form Times, Assemblies, PSHE and RE Lessons and Awareness Campaigns will be used to raise awareness of the issues surrounding bullying. The Pastoral Team will also publicise the various avenues through which students can report bullying. The Trust will work with other agencies to raise awareness and tackle general or specific prejudices.

The Trust will regularly canvass students and parents' views on the extent and nature of bullying within the Trust.

## Roles and Responsibilities

**All adult members of the Trust community** (Trustees, Governors, staff, parents/carers and visitors) should:

- Show respect to every person within our Trust and avoid saying or doing anything which will cause hurt or offence to others;
- Report all incidents of bullying;
- Offer support to anyone they see being bullied.

**Students should:**

- Treat others as they would like to be treated;
- 'shout out': tell an adult if they see anyone being bullied;
- Help and support their peers if they see them being bullied.

## Monitoring of Bullying

### Our Primary Schools

The physical and emotional well-being of our children is paramount. The Academy does not tolerate bullying of any kind and if an act of bullying or intimidation of any kind has taken place, staff will act immediately to prevent any further incidents of such behaviour. All incidents will be followed up by a member of SLT. A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken in the Bullying log and monitored to ensure repeated bullying does not take place. Parents of children involved will be notified.

## **Complaints procedure**

If a parent/carer is dissatisfied with the way the Trust has dealt with a bullying incident, they should initially contact the class teacher. If the concern remains, they should follow the Trust's Complaints Policy.

## **Monitoring and review**

This policy will be reviewed annually, but may be reviewed and updated more frequently if necessary.