



Anti-bullying Policy

Author of Policy
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OUR MISSION

'I have come that they may have life and have it to the full' John 10:10

All Saints Academy ensures that every student is **well-educated**, prepared for the **future** and is able to **live life** to the full.

OUR VALUES

To achieve our mission, we have four core values:

- FAITH – putting Christian faith at the heart of every action and providing a safe environment and caring ethos for all
- FOUNDATIONS – creating strong foundations in learning, behaviour and success for all
- FAMILY – understanding the importance of family, the value of community and ensuring support for all
- FUTURES – preparing for bright futures shaped from excellent progress, achievement and choice for all

This policy and the associated procedures are based on these principles, aims and beliefs.

AIMS

The purpose of the policy is to make clear to our students, their parents/carers and staff that:

- Offensive language and behaviour, such as racist, disablist, sexist, transphobic, homophobic **and biphobic**, as well as swearing and insulting, will be challenged and sanctions will apply.
- Our Academy and community is safe and inclusive for students to meet and engage in learning, free from bullying, violence, intimidation, harassment and discrimination.
- We provide the information and support that our students need to become healthy young adults, in order to make a positive contribution to the Academy and the local community in which they learn and live.

WHAT IS BULLYING?

There are three main elements consistent with any definition of bullying, these are:

- Deliberate – intentional
- Repeated – over time
- An imbalance of power

TYPES AND METHODS OF BULLYING

Physical – hitting or punching, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, using threatening or intimidating body language, touching someone inappropriately etc.

Verbal – name-calling, cussing and insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down, making abusive or prank calls, calling people names such as 'gay' or making fun of a person because of their appearance or ability/disability.

Emotional/psychological – excluding someone from a group, humiliating actions or intimidating behaviours, being threatening towards someone to make them stressed or upset

Cyberbullying – bullying by text message, bullying on the internet, hate websites, social media such as Snapchat, WhatsApp and Twitter, or video sharing sites.

REASONS FOR BULLYING

We recognise that students and staff can be a target for bullying because of a number of reasons, including:

- *race, religion or culture*
- *special needs and disabilities*
- *appearance or health conditions*
- *home circumstances* (such as where a young person might be a young carer for his/her parent/s)
- *sexual orientation* (lesbian, gay, bisexual)
- *gender* (including transgender), *sexist or sexual bullying* (from invasion of personal space and inappropriate touching to sexual exploitation and gang-related sexual coercion / manipulation).

HATE CRIME

Hate Crime is '*any incident that is perceived by the victim, or any other person to be **racist, homophobic, transphobic** or due to a person's **religion, belief, gender identity or disability***'. It is where discrimination takes place based on a student or staff member belonging to a protected class under the Equality Act (2010).

Equal Opportunities

Under the Equality Act the Academy acknowledges their legal duty to follow anti-discrimination law. This means that staff act to prevent discrimination, harassment and victimisation within school. It is against the law to discriminate against anyone because of:

- Age
- Gender reassignment
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation.

These are called 'protected characteristics'.

PREVENTING BULLYING

Curriculum links

All Saints Academy believes that it is the responsibility of the Academy to educate students about the dangers of bullying. This is largely delivered through the PSHE (Personal, Social, Health Education) curriculum. There is a unit of work for each year group and students are encouraged to discuss and investigate thoughts and ideas.

Playground areas

The safety of students on site is of paramount importance. During break and lunch there are staff strategically positioned in the key areas of the playground and building. There are also staff members on duty both before and after school to ensure the safety of students. There are supervised rooms for students to go to at lunchtime if they do not wish to go outside.

Staff training

Staff are trained to identify the signs of bullying, **including homophobic, biphobic and transphobic bullying and language**. Training for staff will be revisited on an annual basis. Staff are trained on how to handle resolutions and on the use of de-escalation strategies.

Work with parents

Staff will work with parents of both the students being bullied and the bully themselves. This will generally be the tutor, student support officer (SSO), Head of House, Assistant Headteacher or Deputy Headteacher.

REPORTING BULLYING: STUDENTS

In the first instance and at the earliest opportunity, students should let a member of staff know about the bullying. Students can do this in lots of different ways:

Student Leader

Tell a peer, who can advise you how to tell staff and support you in doing so, or tell them for you if you are unable to do so.

Trusted adults

Find a quiet moment to speak to an adult you trust. It might be member of staff such as a teacher, teaching assistant, student support officer, office staff, librarian or a playground supervisor. After a lesson can be a good time to approach teachers. Students can always pretend that they need help with some work if they are worried that other students might hear them ask the teacher for a private word.

Online – All Saints Website

Students can report any issue affecting them, including bullying, through the 'contact us' section on the school website. <https://asap.org.uk/general-enquiry/>

All students have an All Saints email address and staff members can also be contacted by email.

Students can report issues through the 'safeguarding' section of the website: <https://asap.org.uk/safeguarding/>

Students can also discuss issues affecting them, including bullying, on-line:

CEOP: www.ceop.police.uk

ChildLine: www.childline.org.uk

Kooth: <https://www.kooth.com/>

Support can also be accessed through Young Devon. For more information, go to: <https://www.youngdevon.org/>

Reporting bullying: Parents or carers

The Academy has an open-door policy for a parent/carer to discuss any concerns they may have. If somebody is not available then they will be contacted within twenty-four hours. The person that the parent should approach in the first instance is the student support officer. If they do not deal with it to their satisfaction then they should contact the Head of House. However, parents should also feel happy to approach the member of staff that they feel most comfortable with.

Complaints Policy

If the parent does not feel that the complaint has been dealt with to his or her satisfaction or has been dealt with inappropriately then they can contact the Academy to ask for a copy of the complaints policy. Alternatively they can access a copy of the complaints policy on the All Saints Academy website.

RECORDING INCIDENTS OF BULLYING

Systems in place

All incidents of bullying, including racist, homophobic, biphobic and transphobic bullying are logged on the Academy's electronic recording systems Class Charts and CPOMS.

Who this information is shared with:

Each Head of House has the responsibility for analysing data on bullying incidents. This information is also shared in a fortnightly Student Support Service meeting. This meeting is attended by the Deputy Headteacher, SENCO, Heads of House, Deputy Heads of House, Educational Welfare Officer, Safeguarding co-ordinator and members of the pastoral team. Information on bullying incidents is also shared with the Senior Leadership Team and the governing body at key points during the year.

How we use this information

Heads of House and the Student Support Service will respond to bullying as it occurs but also use data to strategically plan to prevent bullying. Any trends that are noted will also be reflected in the Academy's School Improvement Plan and in revisions made to the PSHE curriculum and assemblies rota. There is also an action plan for homophobic, biphobic and transphobic bullying which identifies steps to challenge the student who is bullying, and to support the student who is being bullied.

Responding to bullying: Students who are being bullied

If you are being bullied, you can expect that:

- You will be listened to and taken seriously.
- Action will be taken to help you to stop the bullying.

- You will be involved in the process of deciding what action to take to help stop the bullying and any worries that you may have will be listened to and respected.
- You will be given the opportunity to talk about the way that the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour.

This means:

- Your tutor, student support officer, head of house and the member of staff in charge of dealing with bullying will be told about your situation so that they can help to support you.
- You will be given the chance to work with them to find ways to deal with bullying and to talk about any feelings and worries that you may have.
- You will be offered the chance to talk with staff from other groups as well, e.g. counsellors, school nursing service, youth workers etc.
- Your tutor/student support officer will ask to let your parents/carers know what is going on, and to offer them the chance to help support you too.
- You will have follow up meetings with staff to make sure that the action taken to stop the bullying is really working and that you are happy with how things are going.
- If you are ever in fear for your physical safety, staff will take immediate action to keep you safe with the help of their colleagues at the school, parents/carers and outside groups, e.g. the police and ambulance service, if necessary.

Responding to bullying: Students who are bullying

Bullying behaviour has no place at our rights-respecting school. If you are involved in bullying, you can expect that:

- Your bullying behaviour **will** be challenged.
- You will be treated fairly.
- You will be given the opportunity to change your behaviour and encouraged and supported in doing so. This means:
- You will be expected to work with staff to look at the reasons that you have been bullying and to find and put into practice other ways of behaving.
- You may be offered the chance to work with staff from other agencies who can help you to stop bullying, e.g. counsellors, school nursing service, youth workers etc.

Responding to bullying: Staff

We believe that bullying is an interaction that establishes group identity, dominance and status at the expense of another. We therefore also believe that it is only by the development of 'higher values' such as empathy, consideration and unselfishness, that the bully is likely to relinquish their behaviour and function differently in a social setting. If the preventative policy depends upon policing the environment, forbidding the behaviour, encouraging the victims and punishing the perpetrators, then no lasting change can be expected. It is for these reasons that All Saints Academy adopts a restorative and no-blame approach when dealing with incidents of bullying.

Restorative approach

Following an investigation into an allegation of bullying, all involved parties will be invited to sign a 'social contract' whereby three targets will be agreed upon. The agreed sanctions for a breach of contract in the first instance will be an extended day in The Lighthouse (internal exclusion); a second breach of the contract will result in an off-site exclusion at another educational setting; a third breach of the contract will result in a fixed-term exclusion and a fourth breach of contract will be recognised as persistent breaches of the Academy's behaviour policy and permanent exclusion will be considered.

HOW WE KNOW THIS POLICY IS WORKING

All Saints Academy will check the success of the policy on a regular basis. This will be done through examining:

- Class Charts / CPOMS data
- Head of House Impact reports
- Reports to Senior Leadership Team
- Student, parent and staff questionnaire

Bullying is everyone's responsibility

The prevention of bullying is everybody's responsibility and it is vital that the anti-bullying Policy is known about and used by everybody.

Staff

Staff will have training on the policy and their views will be gathered to look at continuously improving the policy.

Parents/Carers

Parents/Carers will be sent a copy of the amended policy and their views will be gathered and incorporated into the development of the policy.

Governing body

The policy will be ratified by the governing body and a senior member of staff will report on bullying on an annual basis

Students

The Academy Student leaders will go through the anti-bullying policy and propose changes and amendments.

Staff responsible for anti-bullying in school

Everybody at All Saints Academy is responsible for ensuring that bullying does not happen. However, there are some key staff that have particular responsibilities linked to bullying.

- Designated Safeguarding Lead – Mr James Buchanan
- Astor Head of House – Mr Ed Gilchrist
- Astor Deputy Head of House – Ms Kirsty Liddell
- Drake Head of House – Ms Alice Congdon
- Drake Deputy Head of House – Ms Chris Bosley
- Scott Head of House – Mr Michael Lucas
- Scott Deputy Head of House – Ms Kathy Hyde
- Weston Head of House – Ms Zoe Wood
- Weston Deputy Head of House – Ms Allison Ham

Links to other school policies

The Bullying Policy comes under the umbrella of a number of different policies. The following policies should all seek to support students:

- Safeguarding Policy;
- Behaviour for learning Policy;
- Equality Policy;
- Curriculum Policy;
- Complaints Policy;
- Special Educational Needs and Disabilities Policy.