
North Norfolk Academy Trust

NNAT Anti-Bullying Policy (updated June 2020)



North
Norfolk
**Academy
Trust**



Preparation for life's journey

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Owner: J Melhuish

Lead: A Richardson

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AIM

All schools in the NNAT aim to provide a safe, friendly and caring environment in order that students can learn in a relaxed and secure atmosphere. We consider bullying to be anti-social behaviour which will not be tolerated in our schools.

We aim to create an atmosphere in which students and parents know they will be supported if bullying does occur. Students should be able to tell any member of staff about a bullying incident in the knowledge that it will be dealt with promptly and effectively. Any student who is bullied will be consulted and involved in decisions made about any actions taken.

STATUTORY DUTY OF SCHOOLS / LEGAL FRAMEWORK

Headteachers have a legal duty under the Education and Inspections Act 2006 to draw up procedures to prevent bullying amongst students and to bring these procedures to the attention of all staff, students and parents. The law empowers headteachers, to such extent as is reasonable, to regulate the behaviour of students when they are off school site (which is particularly pertinent to regulating cyber bullying) and empowers members of school staff to impose disciplinary penalties for inappropriate behaviour.

This policy has due regard to legislation, including, but not limited to the following:

- Education and Inspections Act 2006
- Equality Act 2020
- Children and Families Act 2014
- Protection from Harassment Act 1997
- Malicious Communications Act 2003
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998

This policy is implemented in conjunction with the NNAT's Behaviour and Inclusion Policy and the On line Safety Policy as well as the Home School Agreement and the Acceptable Users Agreement.

WHAT IS BULLYING?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time where it is difficult for the victim to defend himself and where there is an imbalance of power. Bullying is hurtful and results in pain and distress to the victim. At NNAT schools we have adopted the acronym STOP; several times on purpose as our definition of bullying and this is made clear to our students. Bullying is not about friendship fallouts and whilst these can be hurtful to students they should be dealt with in a different way.

The DfES pack published in 2000 encouraged young people not to "suffer in silence" and established sound principles. In 2007 the DCSF published the document Safe to Learn: Embedding anti-bullying work in schools and reinforced the need for schools to:

"take an active approach to promoting good behaviour, respect for others and to tackling all forms of bullying – including prejudice driven bullying and cyber bullying. Schools, with the support of parents, the wider community, the local

authority and young people themselves, need to take effective action to prevent bullying happening in the first place.

A preventative approach helps schools to safeguard the well-being of their students and staff as well as playing their part in creating a society in which we all treat each other with dignity and respect. When bullying does occur, schools need to respond promptly and firmly. They need to apply disciplinary sanctions. They need to work with bullies so that they are held to account for their actions and accept responsibility for the harm they have caused. They need to, as well, support those being bullied.”

Bullying can be:

- Emotional: being deliberately unfriendly, excluding, tormenting by hiding belongings or making threatening gestures;
- Physical: pushing, kicking, hitting, punching or any use of violence;
- Racist / religious /cultural: comments or taunts about someone’s religion or their background. Use of graffiti or unpleasant gestures; Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986
- Sexual: unwanted physical contact or sexually abusive comments;
- Homophobic: because of, or focussing on the issue of sexuality;
- Verbal: name calling, sarcasm, spreading rumours, teasing;
- Cyber: misuse of all areas of the internet, such as e-mail, social networking sites (such as Facebook) and chat rooms. Threats via mobile phone text messaging or calls. Misuse of associated technology such as cameras and video facilities.

OBJECTIVES OF THIS POLICY

- All students, parents, staff (teaching and support staff) and governors should have an understanding of what bullying means.
- All governors and staff should know what the school policy is on bullying and follow it when it is reported.
- All students and parents should know what the school policy is on bullying and what they should do if bullying arises.
- All students and parents should be assured that as a school we take bullying seriously and that they will be supported if bullying occurs. Students should be encouraged to speak with a trusted adult at school.

PROCEDURES TO FOLLOW AND POSSIBLE OUTCOMES

- Bullying incidents whether they take place in or outside of school should be reported to a member of staff, recorded and investigated.
- The Student Management Team will investigate any incident in the first instance and will do so sensitively but thoroughly. Student Managers will involve a member of SLT as appropriate.
- Victims and bullies will be interviewed separately and witnesses to the incidents will also be asked to give statements.
- Victims will be advised on how to collect evidence and how to avoid situations in which they feel vulnerable.
- Bullies will be given serious warnings of further actions unless their behaviour stops.
- Incidents of bullying will be recorded on the school’s bullying form and recorded in the perpetrator’s school records and on the School’s Management Information System.
- Bullies may be asked to sign an agreement to stay away from their victim and to modify their behaviour.

- Bullies will be asked to apologise and wherever possible students will be reconciled. Student Managers are trained in using restorative approaches.
- If the bullying continues bullies will be punished using appropriate sanctions detailed in the school's behaviour and discipline policy. Sanctions may include exclusion from school. The headteacher may also take action under the school's behaviour and discipline policy to punish cyber bullying, even if the online bullying occurs off the school site.
- Parents will be kept informed in serious cases of bullying and may well be asked to attend a meeting to discuss the problem.
- Where a student's property is damaged or stolen the bully's parents will be asked to ensure this is replaced.
- In cases of racist bullying, these will be recorded on the appropriate paperwork as a racist incident and reported to the Local Authority.
- In cases of sexual bullying advice may be taken from the Children's Services Safeguarding Team as appropriate.
- In cases of cyber bullying at school, mobile phones may be confiscated and parents asked to collect them. In serious cases of cyber bullying we will involve the Police. Students are made aware of the need to be vigilant about how they use social media in assemblies and fully aware of their responsibilities in crimes such as sexting.
- Bystanders, or accessories to bullying, particularly cyber bullying may also be subject to sanctions.
- Students who misuse the school's internet (and therefore breach the Acceptable User Policy), to bully others may have their access rights withdrawn for a fixed period of time.
- In very serious cases of serious and persistent bullying, particularly cyber bullying, the police may be informed and consulted.
- After an incident of bullying occurs, each case will be monitored to ensure there is no repetition.
- Wherever possible bullies will be helped to modify their behaviour. This may mean working with the School's personal advisor or the PCSO.

PREVENTION OF BULLYING

- NNAT schools take bullying very seriously and aim to promote anti-bullying activities in a number of ways. Firstly, the Student Management Team, often the first port of call for young people in these types of issues is highly skilled to investigate and provide support for victims.
- Prefects are encouraged to support younger students and often help them to report incidents of bullying. They understand that it is part of their role to be the "eyes and ears" of the school and are vigilant on buses and in areas of the school such as toilets.
- During transition week, Prefects / Lead students work with Year 6 students to support them in getting to know the school.
- They advertise their work to Year 6 parents about the sort of things the school offers to help with new students.
- Year 6 students are placed sensitively into tutor groups and a series of structured activities used to support them to settle in to school life.
- The vertical tutoring structure ensures older students provide support for younger students should difficulties arise.
- We actively support the national Anti-Bullying Week and ensure that this is given a high profile within the school. We have worked with the Anti – Bullying Alliance and use their literature to support our work.
- During Anti-Bullying Week in November there are whole school assemblies to highlight the effects of bullying. This year the School organised a day's activities around anti – bullying for Year 7 students.

- There are regular opportunities throughout the year during assemblies when issues such as racism and homophobic bullying are addressed specifically. Discussion points arising from these assemblies are followed up in tutor time by form tutors.
- Curriculum area also address different forms of bullying in lessons as appropriate to their subject area. Philosophy and Ethics, Drama, English and PE are leaders in this area.
- Staff model acceptable and appropriate behaviour and discourage the use of inappropriate sexual comments amongst students.
- The Expressive Arts Department explores the bullying theme in Years 7 and 8 and contributes to assemblies as appropriate.
- During the year, the issues surrounding bullying in its widest sense are addressed during assemblies as well as in some sessions on SMSC days. Our local Beat Managers deliver sessions to students about on line bullying. Representatives from the SSP (Safer Schools Partnership) also deliver key messages such as the dangers around County Lines and Knife Crime on SMSC days. We work hard to deliver workshops on Healthy Relationships in Years 8, 9 and 10. Tash Drury has undertaken the training to be a Domestic Abuse Champion and delivers some of these sessions across both High Schools.
- The Student Management Team provide support for vulnerable children and uses some specialist materials to address bullying issues.
- Victims are encouraged to let someone know if they feel at all vulnerable. They have a variety of people to turn to from Prefects / Lead Students and Student Managers, or indeed our school counsellors.
- Telephone numbers of organisations who might help to support students such as ChildLine are displayed around the school.