KING EDWARD VI
ACADEMY TRUST
BIRMINGHAM

ANTI-BULLYING POLICY & PROCEDURE (STUDENTS)	
Responsible Board	Academy Trust Board
Policy Officer	HR Director
Date Adopted	January 2019
Review Date	January 2022

1. INTRODUCTION

The Academy Trust through this policy and procedure take full account of their legal obligations under the Education Inspections Act of 2006 to:

- Promote the well-being of students within all Academies.
- Develop a policy and procedure which encourages positive behaviour and mutual respect for others on the part of students and, in particular, aims to prevent all forms of bullying amongst our students.
- Establish procedures for dealing with complaints about bullying within all Academies.

This policy and procedure has been produced with reference to the DfE 'Keeping Children Safe in Education', September 2020, the Academy Trust's Safeguarding Policy & Procedure, the National Healthy Schools Programme theme of Emotional Health and Wellbeing, Preventing & Tackling Bullying 2014 and the DfE Safe to Learn document 2007.

2. POLICY AND PROCEDURE DEVELOPMENT

This policy and procedure was written in consultation with the Academy Trust Board and individual Academy Headteachers.

The Academy Trust and in turn individual Academies within the Academy Trust has a 'duty of care' towards its students with regard to bullying in that the Headteacher and staff stand in 'loco parentis' (in place of the parents/carers). This duty of care includes protecting students from harm from bullying.

3. DEFINITION OF BULLYING

The Academy Trust follows the DCSF Safe to Learn, 2007, guidance which defines bullying as:

"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally". Bullying can be direct or indirect and includes:

- Verbal bullying – name-calling, taunting, mocking, making offensive comments and teasing.
- Physical bullying – kicking, hitting, pushing and pinching.
- Emotional bullying – producing offensive graffiti, excluding people from groups, spreading hurtful and untrue rumours, being forced to do things against own will and taking belongings or money.
- Peer on peer bullying.
- Racist bullying – an incident which is perceived to be racist by the victim or any other person. This can be in the form of:
  - Verbal abuse, name calling, racist jokes, offensive mimicry
  - Physical threats or attacks
  - Wearing of provocative badges or insignia
  - Bringing racist leaflets, comics or magazines
  - Inciting others to behave in a racist way
  - Racist graffiti or other written insults, even against food, music, dress or customs
  - Refusing to co-operate in work or play

 (Macpherson report 1999)

- Sexual bullying – this is generally characterised by:
    o Abusive name calling.
    o Looks and comments about appearance, attractiveness, emerging puberty.
    o Inappropriate and uninvited touching.
    o Sexual innuendos and propositions.
    o Pornographic material, graffiti with sexual content.
    o In its most extreme form, sexual assault or rape.
- Bullying in respect of sexual orientation – this can happen even if the students are not lesbian, gay or bisexual. Just being different can be enough. This can be in the form of:
    o Use of homophobic language.
    o Looks and comments about sexual orientation or appearance.
- Bullying in respect of SEN or Disability – those students are often at greater risk of bullying. This can be characterised by:
    o Name calling.
    o Comments on appearance.
    o Comments with regard to perceived ability and achievement levels.
- Text/Cyber bullying – this is on the increase and involve students receiving threatening or disturbing messages from possibly anonymous callers. It can also include comments posted on social media.

Where individual Academies allow students to bring mobile phones in, they must remain switched off in their bags or handed into the Academy office for safe keeping. Individual Academies will deal with incidents of text/cyber bullying if the incident is likely to affect the well-being of students. However, the Academy Trust strongly encourages parents/carers to take action themselves by contacting the police, mobile phone and website providers.

People who are victims of bullying frequently, but not exclusively, are bullied as a result of:

- Race, religion or culture
- Special educational needs or disability
- Appearance or health conditions
- Sexual orientation
- Gender
- Home circumstances including looked-after-children and young carers

4. INCLUSION

Students within the Academy Trust are entitled to expect equality of protection from bullying as well as protection and support from Academy Trust policies and procedures designed to ensure that all Academies within the Trust remain a safe environment in which to teach and learn. The Academy Trust has given careful consideration to the six equality strands, race, ethnicity, gender, age, religion, disability and sexuality. This is to ensure that anti-bullying provision is provided in a sensitive and non-judgemental way that will enable all students and staff to feel valued and included in effective policy and practices.

5. AIMS OF THE POLICY

- To assist in creating an Academy Trust ethos in which attending the individual Academies is a positive experience for all students
- To make it clear that all forms of bullying are unacceptable within the Academy Trust
- To enable everyone to feel safe while attending the individual Academies within the Academy Trust, and encourage students to report incidences of bullying
- To deal effectively with bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change
- To liaise with students, parents/carers and other appropriate members of staff
- To ensure that all members of staff feel responsible for combating bullying
- To ensure consistency in practice within the Academy Trust

6. INTENDED OUTCOMES

- That there are effective listening systems for students and members of staff across the Academy Trust
- That parents/carers have a point of contact for the anti-bullying lead within individual Academies if they are concerned about their child
- That all members of staff have the necessary skills and confidence to deal with incidents of bullying effectively and promptly
- That no student's educational opportunities and achievement are disadvantaged due to the experience of bullying
- That all incidents of bullying are recorded, and appropriate use is made of the information and where appropriate shared with relevant organisations

7. SPECIFIC ACADEMY TRUST TARGETS

- To ensure that all staff are familiar with reporting incidents procedures.
- To ensure all incidents of bullying are recorded appropriately within individual Academies
- To implement systems to collate data on bullying that can be presented to the Academy Trust Board
- To ensure the implementation of rigorous and anti-bullying procedures to continue to reduce incidents of bullying within individual Academies

8. VALUES

"The Schools of King Edward VI in Birmingham should be rooted in the communities that they serve and be responsive to the nature of those communities. In particular, all of the schools are committed to making themselves as accessible as possible to all pupils, whatever their background or circumstances."

The following aims are fundamental to the Academy Trust and its Academies:

- Raise aspirations to transform the lives of students and to enhance the well-being of individuals and the community.
- Give students the chance to live rich, fulfilled lives and to contribute to society.
- Provide more than the teaching of knowledge and skills.
- Develop curiosity and independence of mind.
- Create a love of learning, which will foster creativity, imagination and the capacity to communicate.
- Provide the chance to participate in sport, music, drama, outdoor pursuits and involvement in the wider community.
- Build character and relationships, along with a sense of morality, care and respect for others.

9. DEALING WITH INCIDENTS – A WHOLE ACADEMY TRUST APPROACH

- Each individual Academy within the Academy Trust will take the view that everyone has the responsibility to report incidents of bullying or share their concerns.
- Each individual Academy will have a specific policy and procedure for dealing with incidents of bullying.