Anti-Bullying Policy

Policy Updated: July 2024

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Policy Review: July 2026

Introduction

At Elston Hall Learning Trust we believe children:

- Are happy and secure in school and in their learning.
- Feel valued and develop as independent learners.
- Behave well, are respectful and polite and take responsibility for their actions.
- Enjoy their learning and are well motivated to fully achieve their potential whatever their background and ability.
- Are kind and caring towards each other, taking pride in their own heritage and cultural tradition whilst being understanding and tolerant of others.
- Become technologically confident and cope in an increasingly sophisticated world.
- Are hard working and well motivated looking at ways to improve their own performance.
- Develop their self-esteem and take pleasure in the success of others.

Elston Hall learning Trust is opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

Aims of policy:

The purpose of this anti-bullying policy is to:

- Reinforce and safeguard the pupils of our school.
- Raise awareness of signs of bullying
- Give guidance on preventing and dealing with bullying.
- Ensure that the response to incidents is well managed and consistent throughout the school community.
- Ensures that the response to incidents complements the values and ethos of the school.
- To provide a safe and secure environment for children to learn.

The policy applies to all staff and pupils.

Trustees, local governing Boards, SLT and Staff Members of trust.
Parents through parent surveys and consultation evenings.
Curriculum – PSHEe curriculum ensures coverage of anti bullying objectives through topics and assemblies. The school also takes part in Anti- bullying week.
School Council – Represents and reports the voice of the pupils, gives a voice to the pupils and supports the work of the school.

Definitions of Bullying

'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.' Our definition of bullying (anti-bullyingalliance.org.uk)

Bullying can be:
- Emotional - being unfriendly, excluding, tormenting threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
  (E.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching, biting, mobbing
- Sexual - unwanted physical contact or sexually abusive comments, inappropriate touching homophobic abuse, exposure to inappropriate films etc.
- Verbal - name-calling, sarcasm, spreading rumours, teasing, belittiling
- Online/cyber –posting on social media, shairing of photos, sending nasty messages, social exclusion.
- Indirect - Can include the exploitation of individuals.

The word bullying is used to describe many different types of behaviour ranging from teasing or deliberately leaving an individual out of a social gathering or ignoring them, to serious assaults and abuse. Sometimes it is an individual who is doing the bullying and sometimes it is a group.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.

Behaviours often associated with bullying-

Baiting
Baiting can be used in bullying both on and offline. It can be used to bully someone to get 'a rise' out of them and it can be used to antagonize those who might be bullying others to get them to bully. Sometimes baiting is used secretively to try and get a person to explode in a rage or react negatively/loudly so that they get in to trouble.

Banter
The dictionary describes banter as: 'the playful and friendly exchange of teasing remarks'.
Bullying is often justified as being just banter. It may start as banter, but some types of banter are bullying and need to be addressed as bullying.
Types of Banter:

• Friendly Banter- There's no intention to hurt and everyone knows its limits
• Ignorant Banter- crosses the line with no intention to hurt, will often say sorry.
• Malicious Banter- Done to humiliate a person-often in public

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Why children are bullied?

Specific types of bullying include, but are not limited to:

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:
• age
• being or becoming a transsexual person
• being married or in a civil partnership
• being pregnant or having a child
• disability
• race including colour, nationality, ethnic or national origin including Gypsy, Roma, Travellers
• religion, belief or lack of religion/belief
• sex / gender
• sexual orientation

These are called 'protected characteristics'.
As part of the requirement on schools to promote fundamental British values, schools must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disabilist in nature. We will record these types of bullying, even that which represents a one-off incident, and report them to the local authority for monitoring purposes.

Other vulnerable groups include:
• bullying related to appearance or health
• bullying of young carers or looked after children or otherwise related to home circumstances
Although the above do not currently receive protection under the Equality Act 2010, bullying for these reasons is just as serious.

Prejudice Related Language

Racist, homophobic, biphobic, transphobic and disabilist language includes terms of abuse used towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or transsexual, or are perceived to be, or have a parent/carer or sibling who is; because they have a learning or physical disability. Such language is generally used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or their friends, family members or their parents/carers.

In the case of homophobic, biphobic and transphobic language particularly, dismissing it as banter is not helpful as even if these terms are not referring to a person's sexual orientation or gender identity they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of prejudice related language in our school even if it appears to be being used without any intent. Persistent use of prejudice related language and/or bullying will be dealt with as with any other form of bullying.

Where does bullying take place?

Bullying is not confined to the school premises. It also persists outside school, in the local community, on the journey to and from school and may continue into Further Education.

The school acknowledges its responsibilities to support families if bullying occurs off the premises.

Cyberbullying

The ever increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims.

Cyberbullying can take many forms and bullying online can often start in school and then be progressed online or start online and influence behaviour in school.

Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents/carers and their children who experience online bullying and will treat Cyberbullying with the same severity as any other forms of bullying.

Cyberbullying can include:
• hacking into someone's accounts/sites
• Posting prejudice / hate messages
• Impersonating someone on line
• Public posting of images
• Exclusion
• Threats and manipulation
• Stalking

We will ensure that our children are taught safe ways to use the internet and encourage good online behaviour. To help prevent cyber bullying we will ensure that pupils understand what it is and what to do if they become aware of it happening to them or others. (see online Safety policy and computing policy)

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

The role of Staff: Prevention of Bullying

As a school we adopt a pro-active approach to bullying. Through assemblies, the school's rules, and recognising and modelling positive behaviour we are committed to ensuring that the school community work together to create a happy, safe, caring and stimulating learning environment. The whole school staff promotes positive relationships by acting as good role models and good working relationships. We continually reinforce the importance of treating others well rather than simply reacting to incidents when they occur. We raise awareness of bullying through the school curriculum, particularly PSHEe, and ensure children have the opportunity to talk about bullying through circle time.

Dealing with Bullying if it occurs -

Be careful in the language you use as it can be very emotive and can 'label' children, suggesting permanence. Instead of 'victim' say person (child) who is being bullied, and instead of 'bully' say person (child) who is using bullying behaviours/doing the bullying. In this way you are labelling behaviours and roles, not children*.*

At Elston Hall Learning Trust we believe that Bullying is unacceptable. All such incidents are dealt with appropriately by staff and in line with the school Behaviour Policy (see behaviour policy). All staff need to be alert to bullying both inside and outside the classroom. It is the responsibility of everyone to report acts of bullying as soon as they arise.

If you come across bullying what should you do?

- Ensure the victim is safe and being cared for
- Take the incident seriously
- Take action as quickly as possible
- Reassure the victim
- Offer concrete help, advice and support to the victim(s)
- Make it plain to the bully that you disapprove.
- Encourage the bully to see the victim's point of view.
- Explain clearly the consequence and why it is being given
- Follow the school behaviour policy (see policy)
- Remember incidents of violence, sexual and racial or homophobic bullying will automatically be referred to the HT and parents informed.

Trustees/Governors:

The Trustees/Governors as part of their general responsibilities for the development of the school have a key role in the development of the anti-bullying policy.

Trustees/governors review the policy and curriculum associated with anti-bullying and the promotion of good behaviour for the school.

Trustees/governors would be notified and involved in disciplinary procedures following a serious incident.

Parents/Carers:

The school encourages parents/carers in the development and review of its policies and curriculum through regular parent meetings and questionnaires. Parents/Carers also have an important role to play in supporting their child and the school in their policy for preventing and dealing with bullying. Parents/Carers should contact the school with any concerns that would be dealt with accordingly.

Elston Hall Preventions /Interventions/support:

As a school we promote the prevention, intervention and support systems within the area of bullying through:

- Positive relationships throughout school - staff and pupils as role models
- Activities that help understand bullying behaviour.
- PSHEe curriculum
- Peer support systems – playground buddies
- School Council - A voice through peer representation
- Circle Time
- Activity Clubs
- Assemblies
- Support groups

Staff Training:

Anti-bullying policy is available to all staff.

Staff deliver PSHEe objectives– including Anti-bullying week focus.

Staff are aware and understand the procedures involved in dealing with bullying and preventative focus the school take.

Anti Bullying/Harassment Policy for School based employees

This policy should be read in conjunction with the Wolverhampton City Council Grey Book which details the Anti Bullying/Harassment Policy for School based employees.

Monitoring and Evaluation:

The policy will be shared with school staff and training updated where necessary.

The policy can be found on our website or requested at the school office.

The policy, interventions, preventions and support will be monitored and assessed by the Head Teacher, PSHE co-ordinator, Behaviour and Emotional Learning Support Lead and class teachers.

From this monitoring/review, evaluations will be made and proceeding that any alterations necessary will be made and shared with staff/governors.