



Nene
Education
Trust



Anti Bullying Policy

Policy 45

Document Management Information

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Policy Author:	Sam Parish, Trust Safeguarding Lead
Policy Lead:	Trust Safeguarding Lead
Approval by:	CEO
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Revision History

Document version	Description of Revision	Date Approved
V1	New Policy	Autumn 2020
V2	Updated to cover secondary and primary and to reflect use of Arbor.	Spring 2022
V3	All bullying records now must be kept on Arbor	Autumn 2023

NET Anti-Bullying Policy

Bullying and bullying behaviours, particularly if these behaviours are left unaddressed, can have a significant impact on an individual's emotional well-being and health. Bullying can have life-long lasting effects on the individual beyond their school years.

Nene Education Trust takes all concerns around bullying and bullying behaviours very seriously and are pro-active in ensuring our schools are safe and disciplined environments where children feel safe to learn and grow.

This policy outlines our Trust's policy on addressing any concerns around bullying and individual schools within our Trust may include appendices relevant to the local context of their school.

This policy is based on DfE guidance [Preventing bullying - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/61628/preventing-bullying-guidance.pdf) & supporting documents. It also takes into account the DfE statutory guidance [Keeping children safe in education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/61628/keeping-children-safe-in-education-guidance.pdf)

The policy has also regard to [Working together to safeguard children - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/61628/working-together-to-safeguard-children-guidance.pdf)

and [Behaviour and discipline in schools - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/61628/behaviour-and-discipline-in-schools-guidance.pdf)

1) Policy objectives:

- This policy outlines what the schools within Nene Education Trust will do to prevent and tackle all forms of bullying.
- Nene Education Trust is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.
- Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

2) Links with other Trust or school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- Relationship policy
- Complaints policy
- Safeguarding & Child Protection policy
- Acceptable use policy

3) Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006
- The Education (Independent School Standards) Regulations 2014
- The Equality Act 2010
- The Education Act 1996
- Children and Families Act 2014
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- The Communications Act 2003
- Public Order Act 1986

4) Responsibilities

It is the responsibility of:

- the Principal of each school within our Trust to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- our School Governors (LABs) to take a lead role in monitoring the implementation of this policy.
- all staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- our Parents/Carers to support their children and work in partnership with the school.
- our pupils to abide by the policy.

5) Definition of bullying

Bullying is "behaviour by an individual or a group, **repeated over time** that intentionally hurts another individual either physically or emotionally".

DfE "Preventing and Tackling Bullying", July 2017

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially

isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

DfE "Preventing and Tackling Bullying", July 2017

6) Trust Ethos

Nene Education Trust schools recognises that bullying behaviours, especially if left unaddressed, can have a devastating effect on an individual's well-being. Bullying can have such a profound effect on an individual that it can affect a person's health and well-being which may lead to serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our staff and children can learn and grow in a safe and disciplined environment, and can fulfil their potential.

Our Trust schools commit to:

- Monitoring and reviewing the effectiveness of our anti-bullying policy and practice on a regular basis.
- Supporting staff to promote positive relationships, to help prevent bullying.
- Recognising that some members of our community may be more vulnerable to bullying and its impact than others and will provide effective strategies to support others to prevent the bullying from happening.
- working closely with our children and monitor behaviour to be readily available to respond to bullying behaviour appropriately.
- Enabling our pupils to be confident that bullying concerns will be dealt with sensitively, effectively and promptly.
- Recording and documenting any bullying concerns parents, carers or children may have.
- Reporting back to parents/carers regarding concerns on bullying and dealing promptly with complaints.
- Seek to learn from good anti-bullying practice elsewhere.
- Utilise support from the Local Authority and other relevant organisations when appropriate.

Bullying can take many forms and can be directed at children and adults because of a person's religion, gender, sexuality, disability, appearance, ethnicity or race. Nene Education Trust are committed to their staff having up to date training and knowledge and a sound understanding of what Bullying is and the forms in which it may be presented.

Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- doesn't want to go on the school/in the taxi
- begs to be driven to school
- changes to their usual behaviour
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away

- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"

7) Responding to bullying

All staff will respond calmly and consistently to all allegations and incidents of bullying within Nene Education Trust. All allegations will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following procedures will be used for reporting and responding to bullying allegations or incidents

- Report all bullying allegations and incidents to school staff so the incident can be recorded
- Any reports will be recorded on Arbor
- The schools Designated Safeguarding Lead will be notified where there are safeguarding concerns
- Staff will make sure the victim(s) are and feels safe.
- Appropriate advice will be given to help the victim(s).
- The school will inform other staff members, and parents/ carers where appropriate.
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested.
- Where in the case of cyber-bullying linked to school IT, staff to keep any evidence (screenshots) of the bullying activity to assist any investigation
- Staff will attempt to adopt a problem-solving approach which will move children on from them having to justify their behaviour.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Staff will reinforce to the perpetrator that their behaviour is unacceptable.
- The Perpetrator(s) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied
- If possible, the pupils will be reconciled.
- Support will be given, to help the perpetrator understand and change their behaviour.
- All reported bullying will be recorded, the incidents will be recorded by staff, clearly showing what actions have been taken and that a member of the SLT are confident that the matter has been dealt with effectively. All reports will be stored

securely on Arbor and My Concern online recording portal may be used to collate the recordings if a safeguarding concern is highlighted.

- In serious repeated cases parents will be informed and will be invited to come into school for a meeting to discuss.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Bullying incidents will be discussed at staff meetings, if appropriate.
- If thresholds for involvement met, Social Services or the police will be consulted.
- The school may also work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- The school will inform the police if a criminal offence has been committed.
- Where necessary, working with the wider community and local/national organisations to provide further guidance for example: Early Help, Children's Services, or Child and Adolescent Mental Health Services (CAMHS)
- All recordings, once completed and signed off by SLT should be stored within school electronic pupil files. Principals will provide a summary report 3 times per year to the CEO in line with the Principal report cycle.
- The Trust schools will endeavor to create a wholly inclusive environment and ensure that all pupils have the opportunity to discuss bullying issues, in lessons through dedicated events, projects and/or through assemblies, creating a culture of respect, consideration and care for others, which will be upheld by all, and which extends beyond the classroom.
- We acknowledge that society changes move quickly, and the trust schools will maintain monitoring and evaluation of this policy and its appendices, to ensure that they are effective and up to date. The schools will use a variety of sources to gauge the effectiveness of the policies in place. These may include surveys, focus groups, children's and parents' /carers' comments and bullying reports. Following an annual review any amendments will be made to the policy. An annual update will then be issued to Governors and parents, and the policy will be widely available on the school's website.

Useful Resources for Parents and Professionals

Advisory Centre for Education (ACE)	0300 0115 142
www.anti-bullyingalliance.org.uk	aba@ncb.org.uk
www.bullying.co.uk	0808 800 2222
www.childline.org.uk	0800 1111
https://www.childrenslegalcentre.com	
www.familylives.org.uk	0808 800 2222
www.kidscape.org.uk	Parents Helpline (Mon-Fri, 10-4) 020 7823 5430
www.nspcc.org.uk	0808 800 5000
Parentline Plus	0808 800 2222
www.ace-ed.org.uk	0300 0115 142