



## **Anti-Bullying Policy**

This policy applies to the whole school community, students and staff. Everyone has the right to work and study in an environment free from bullying.

Bullying will not be accepted or condoned, and all forms of this will be addressed.

### **What is Bullying?**

Bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

It can happen anywhere, including school, the street, on the internet, even at home and can happen to anyone.

Bullying can take many forms, but the four main types of bullying are:

- Physical (e.g. hitting, kicking, pushing, pinching, groping, theft of personal belongings)
- Verbal (e.g. name calling, taunting, mocking, racist remarks, sexist remarks)
- Indirect (e.g. spreading rumours, excluding people from groups)
- Cyber bullying (e.g. bullying by mobile phone or through the internet)

Other types of bullying are:

Sexual bullying – can have the following characteristics: • Sexual innuendoes and propositions • Abusive name-calling • Looks and comments about appearance, attractiveness (e.g. emerging puberty) • Pornographic material, graffiti with sexual content • In its most extreme form, sexual assault or rape

Homophobia - We should be alert to sexual bullying based around sexual orientation, whether or not the person being bullied is gay, lesbian or bisexual. Generally Homophobic bullying looks like other sorts of bullying, but in particular it can include: • Verbal abuse - including spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are 'gay'- e.g. 'those trainers are so gay!'

Everybody has the responsibility to work together to stop bullying. This includes parents and guardians, the whole school community – students, staff, and Trustees.

There is a commitment to the early identification of bullying and prompt, collective action to deal with it.

Prejudice-based bullying: is any type of direct physical or verbal bullying, indirect bullying or cyberbullying based on relevant protected characteristics (race or national/ethnic origin, gender, disability, religion or belief, sexual orientation, gender reassignment, age or pregnancy/maternity).

The complaints procedure in school

If a student is being bullied, the following procedures should be followed:

- The child will be encouraged to talk to a member of staff. The staff member will listen to the child and assure them that they will be safe after 'telling'. Staff will record everything that has happened.
- Parents/carers of the child will be contacted to discuss the child's concerns and actions being taken.
- The child will be checked regularly to see if things have improved. Any further incidents will be recorded and actioned appropriately.
- Parents/carers are able to make a formal complaint if they are not happy with the school's procedures with dealing with the bullying. The complaint should be made to Values Academy Board of Trustees. They will then investigate how the concern has been handled. Refer to Values Academy Complaints Policy for more information about how to do this.

If a parent/carer is still unhappy with the Trustees response, they should write to the  
Secretary of State  
Department for Education  
Piccadilly Gate

Store Street Manchester M1 2WD

Department for Education's online contact form:  
<https://www.education.gov.uk/help/contactus/dfe>  
For further information ring The Department for Education on 0370 000 2288

### **Support to the bullied**

Unconditional support will be given to all who perceive themselves as bullied, and everyone should be clear who will listen to and support them.

Children/young people should have access to Helpline numbers.

Those reporting bullying should be told what is being recorded, in what context and why.

Anyone who reports an incident of bullying will be listened to carefully and be supported, whether it is the person being bullied or the person who is bullying.

Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.

A register of reported incidents and actions taken, including follow up meetings will be maintained and kept in the office.

Those who bully will be supported and encouraged to stop bullying. This will be through whole school and targeted Values sessions, P.D. sessions, and through a multi-agency approach when necessary.

Parents/carers will be informed of policies and procedures in relation to bullying.

Any incident of bullying will be discussed with parents/carers of the bullied and bully. In the case of staff being bullied, discussions will be as appropriate. If staff are accused of bullying colleagues or students, procedures detailed in the Child Protection Policy will be followed

### **Useful Contacts**

**Childline-** 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

**NSPCC Helpline-** 0808 800 5000

[www.there4me.com](http://www.there4me.com) (an online service for young people) Parentline Plus

[www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

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