



Registered Charity 1171812

Anti-Bullying Policy

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Introduction

We believe that every child has the right to learn in a school environment, free from bullying of any kind and in which they feel safe and supported. Our students come to us from a variety of backgrounds, and all deserve a safe place to learn, flourish and achieve success. Bullying of any kind is deemed unacceptable and will always be treated seriously and acted upon. This policy should be read in conjunction with the Behaviour Policy, the Safeguarding Policy and the Code of Conduct. This policy has been written with due regard made to DfE “Cyberbullying – advice for head teachers and school staff 2014, Preventing and tackling bullying” October 2014/July 2017, Keeping Children Safe in Education 2025, Working Together to Safeguard Children 2018 and Sexual violence and sexual harassment between children in schools and colleges 2021.

Definition of Bullying

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

Bullying includes:

- Verbal – for example name-calling, taunting, mocking
- Physical – for example kicking, hitting, pushing, taking belongings
- Cyber Bullying – text messaging, sexting, prank mobile calls and inappropriate use of social networking site
- Emotional – for example excluding people from social groups and spreading hurtful and untruthful rumours
- Causing physical or emotional damage (which may cause psychological damage) to a pupil or group of pupils and can be motivated by prejudice on grounds of race, religion, violent extremism or radicalisation, culture, sexual orientation, gender, homophobia, disability and special educational needs or because a child is a looked after child or adopted or is in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences

Bullying can seriously damage a young person’s confidence and self-worth; it is the responsibility of all staff to actively support children who are being bullied and to act in a supportive and confidential manner if a child approaches them with an allegation of bullying. We understand that many of our student’s come to us in a vulnerable state, and it is our responsibility to build up their self-esteem and self-worth to protect against the damage of bullying for the person experiencing bullying and the perpetrator showing bullying behaviour.

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying

- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith, and belief and for those without faith
 - Bullying related to ethnicity, nationality, or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobia bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Our Aim

- To ensure children have a safe and secure environment where there is an understanding that bullying will not be tolerated.
- To encourage and allow all our children the opportunity to be individuals and to express their own opinions without fear of ridicule.
- To ensure that both children and parents understand the procedures that will be taken when an incident of bullying takes place.
- To ensure that children feel listened to.

Prevention

As a school, we are always looking to reduce and eliminate any form of bullying in our community. These listed below is not an exhaustive list but just some of the strategies or approaches that we use:

- Through the ethos of the school, incorporating our School Code of Conduct.
- Opportunities within the school curriculum – PSHE
- Ensuring that the school environment is safe, and that staff are aware of areas where problems may arise.
- Through the on-going training of all our staff. So that the principles of the school policy are understood, legal responsibilities are known, action is defined to resolve and prevent problems and sources of support are known and available.
- Openness and communication are often the most powerful ways in which to combat bullying, and this should involve all members of the school community.
- Having clear policies communicated to parents, pupils, and staff, and creating an environment of good behaviour and respect.

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be investigated immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Anti Bullying Champion.
- The leadership team will be regularly updated.
- Parents will be kept informed.
- If bullying is suspected we talk to the suspected victim of bullying behaviour, the child suspected of showing bullying behaviour and any witnesses.

If bullying is identified, the following action may be taken: Help, support and counselling will be given as is appropriate to both the victims of bullying behaviour and the person showing bullying behaviour.

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with a member of staff.
- Informing the victim's parents/carers.
- By offering continuing support and strategies when they feel they need it.
- Restoring self-esteem and confidence.
- We also discipline, yet try to help the student accused of bullying in the following ways:
 - By talking about what happened, to discover why they became involved.
 - Informing the parents/carers of the student accused of bullying
 - By continuing to work with the student accused of bullying to get rid of prejudiced attitudes as far as possible.
 - By taking one or more of the five disciplinary steps described below to prevent more bullying.
- Disciplinary Steps
 - They will be warned officially to stop offending.
 - Informing the parents/carers.
 - They may be taught in a space away from other students.
 - If they do not stop showing bullying behaviour an emergency annual review will be convened to consider whether the placement at school is still suitable.
 - In severe cases pupils will be reminded that incidents in school can still warrant notification to the police.

Pupils who have been found to have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service providers. Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service.

Confidential Reporting Systems for Students

We are aware that many students worry about telling an adult as they fear that the issue will get worse. They can report bullying to us confidentially. However, if we feel that the student is at risk then we cannot keep the information confidential. Our aim is to ensure that students have confidence that their concerns will be treated promptly and seriously, and that action will be taken which will not make their situation worse. As we are a small school, and we have the time to build

up positive working relationships with students. The students have a variety of teachers and support staff that they can talk to regarding any issues, additionally, they have the option to send an email.

Advice for Parents/Carers

Parents/Carers are encouraged to talk to any member of staff if they have concerns regarding their child. Parents can ask for a meeting in school with the director or a member of the staff team, as appropriate. We ask any parent/carer to inform CRLT if they notice any changes in their child's behaviour to enable us to support them as quickly as possible. We understand the importance of acting upon any issues swiftly.

All reported incidents will be fully investigated within a reasonable period of time. It is important to understand that good practice in investigating incidents recognises that time needs to be set aside to ensure that students involved do not have time to collaborate their stories. Any investigation needs to be done in a manner which ensures the target of the bullying feels safe about the process and the outcomes which may result from it. Ultimately, we wish to ensure that parents/carers are confident that staff will act promptly, take the concern seriously and not take action which makes the situation worse.

Staff

Staff have a crucial part to play in ensuring that students feel safe to learn. Staff will play an active role by addressing any incidents of bullying which are reported to them. Incidents will be recorded and plans for supporting students and monitoring behaviour implemented, always working in partnership with parents and carers. All staff have a responsibility to ensure that this policy and the procedures within it are fully implemented.

Staff training and induction provide opportunities to reflect on the issues surrounding bullying and understand how the school policy is reflected in its practice. All staff have a responsibility to be alert for the signs and symptoms that a student may be being bullied; this may be either in their classroom environment or in the wider school. Staff are expected to be alert to language use between students, to respond swiftly and decisively to ensure that CRLT is a place of emotional safety and to follow-up any issues individually with students who have been a target of such incidents.

Any staff member experiencing bullying in the workplace should report this to the Headteacher swiftly. This could be done via email or a face-to-face confidential meeting. All accusations of bullying will be investigated fully and recorded. If the accusations relate to the Headteacher, staff can contact the Chief Executive to report the incidents.

This policy will be reviewed annually and shared with all staff.