



THE
**ROBERT
NAPIER**
SCHOOL

Anti-Bullying Policy

*Amended: **Spring 2024** Next Review date: **Spring 2025***

*Reviewed & Approved by Headteacher: **Mrs J Tomkins***

A **Beyond** ACADEMY
SCHOOLS TRUST

This policy is based on the DfE guidance "Preventing and Tackling Bullying" July 2017 and the additional supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2023. This policy also takes into consideration the guidance from Childnet on "Cyberbullying: Understand, Prevent and Respond" 2016 and DfE research into anti-bullying practices: "approaches to preventing and tackling bullying" 2018.

Aims

This Policy sets out to:

- a) demonstrate that all schools within the Trust take bullying seriously and that it will not be tolerated.
- b) take measures to prevent all forms of bullying in the schools, including using social media.
- c) support everyone in the actions to identify and protect those who might be bullied.
- d) demonstrate to all that the safety and happiness of students is enhanced by dealing positively with bullying.
- e) have a structured and clearly understood procedures for reporting incidents of bullying.
- f) develop strategies to deal with bullying, inside and outside of the classroom, whenever it arises.
- g) enable students to become more self-confident and to enhance their development of coping strategies to help them deal with all aspects of bullying.
- h) have the confidence to report it, secure in the knowledge that the matter will be taken seriously and dealt with as promptly as possible.

Links to Legislation

There are several 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, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications

Links with Other School Policies and Practices

This policy should be read in conjunction with the following policies linked to anti-bullying within the school:

- Child Protection and Safeguarding policy
- Behaviour policy
- Computer Resources policy
- Complaints Policy

Responsibilities

The Governing Body will:

- Liaise with the Chair of Governors, Headteacher, and the teacher responsible for anti-bullying strategies where appropriate.
- Discuss, review, and endorse agreed strategies outlined in an annual report created by the Anti Bullying lead teacher.

The Headteacher will:

- Share this policy with the school community.
- Ensure that disciplinary measures are applied, fairly, consistently, and reasonably.
- Identify a member of the Senior Leadership Team to take overall responsibility on all Anti Bullying initiatives.



The Senior member of staff responsible for anti-bullying strategies will:

- Be responsible for the day-to-day management of the policy and systems.
- Ensure that there are positive strategies and procedures in place to help both the alleged bully and target.
- Keep the Headteacher informed of incidents.
- Oversee and lead on relevant staff training.
- Determine how best to involve parents/carers in the solution of individual problems.
- Report routinely to Governors.

The Leadership Team/Heads of Year/Teaching Staff/Non-teaching staff will:

- Support, uphold and implement this policy accordingly.

Parents/Carers will:

- Support their children and work in partnership with the school.
- Report all incidents of bullying to the school so they can be investigated.

Definition of Bullying

- Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. (DfE 'Preventing and Tackling Bullying 2017')
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- The Robert Napier School recognises that bullying can be emotionally abusive and can cause severe adverse effects on children's emotional development.
- Bullying is recognised by The Robert Napier School as being a form of child-on-child abuse; children can abuse other children.
 - Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".
- We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Forms of Bullying

Bullying can happen to anyone. This policy covers forms of bullying, including but not limited to:

- 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
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:



- 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/bi-phobic bullying)
- Gender based bullying, including transphobic bullying.
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

School Ethos

The Robert Napier School community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for emotional wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Robert Napier School:

- Understands the importance of challenging inappropriate behaviours between peers.
- Monitors and reviews our Anti-Bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the Anti-Bullying policy.
- Requires all members of the community to work with the school to uphold the Anti Bullying policy.
- Works in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages as we recognise the potential impact of bullying on the wider family of those affected.
- Will deal promptly with grievances regarding the school response to bullying in line with our Complaints policy.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

Responding to Bullying Concerns

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with promptly by the member of staff who has been approached/witnessed the concern and will be reported to the Head of Year to further investigate and further action if necessary.
- The Head of Year will inform the DSL of any bullying concerns where there may be safeguarding issues and will log the incident on CPOMs.
- Accounts will be gathered from all students involved in the incident (or who witnessed the incident).
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures onto Sims. This will include recording appropriate details regarding decisions and action taken.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.



- Appropriate sanctions and support, for example as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, or Integrated Children Services/ Early Help and/or Children's Social Care if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), and students are not in uniform, the school will advise that parents report the incident to the police. The school may investigate and respond in line with the school behaviour policy if appropriate. If required, the DSL or senior staff will collaborate with DSLs at other settings.

Cyberbullying

The school cannot be responsible for all aspects of social media use by its students when outside of school and will decide as to whether this is a matter for the school, parents, or police.

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported.
- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - Look at the use of the school systems.
 - Identify and interview possible witnesses.
 - Contact the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation (please note that it is often impossible to remove content from social media once posted).
This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy. Schools should ensure they access the DfE '[Searching, screening and confiscation at school](#)' and [Childnet cyberbullying guidance](#) to ensure that the schools powers are used proportionately and lawfully.
 - Requesting the deletion of locally held content and content posted online if they contravene school behavioural policies.
 - Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need.
 - Inform the police if a criminal offence has been committed.
 - Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - Advising those targeted not to retaliate or reply.
 - Providing advice on blocking or removing people from contact lists.
 - Helping those involved to consider and manage any private information they may have in the public domain.



Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing immediate pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice.
- Working towards restoring self-esteem and confidence.
- 1-3-5 week check in following the incident to ensure further incidents do not take place.
- Providing ongoing support. This may include working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through or Integrated Children Services/ Early Help and/or Children's Social Care or support through the Children and Young People's Mental Health Service

Pupils who have perpetrated bullying will be supported by:

- Restorative conversations: 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 education support through the SSO regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour policy. This may include:
 - official warnings, detentions, behaviour contracts, removal of privileges (including online access when encountering cyberbullying concerns). In extreme or repeated cases, 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 Integrated Children Services/ Early Help and/or Children's Social Care or support through the Children and Young People's Mental Health Service

The Curriculum

At The Robert Napier School we ensure that anti-bullying has a high profile throughout the school year. We use a range of opportunities to address and raise awareness of bullying through the school's PSHE Programme, assemblies, form time activities, anti-bullying weeks and through our displays around the school.

Training and Induction

All staff at The Robert Napier School are trained to identify all forms of bullying and how to take appropriate action following the schools' policies and procedures. We also raise awareness of child-on-child abuse throughout the school year through safeguarding updates, staff morning briefings and staff newsletters. Alongside training all staff, we also provide training of students through the Diana Award and have created a team of Student Anti Bullying Ambassadors that work closely with the safeguarding and pastoral teams to form another line of communication to students.

Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk



- Young Minds: www.youngminds.org.uk • Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atrisk-groups/sen-disability

Race, Religion and Nationality

- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com

LGBTQ+

- Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaignposters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual>
- Childnet Project DeShame (Online Sexual Harassment and Bullying): www.childnet.com/our-projects/project-deshame



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