



Anti-Bullying Policy

Date of last review by Local Governing Body	February 2024
Review cycle	3 years
Policy due for review by Local Governing Body	February 2027

Policy Aim

Estuary Academy North(EAN) Anti-Bullying Policy outlines what we will do to prevent and tackle bullying and discriminatory situations/incidents. The policy has been drawn up through the involvement of the whole school community.

Our School Community

- Discusses, monitors and reviews our Anti-Bullying Policy on a regular basis.
- Ensures that relationships between all members of the community are valued and the expectations of interactions between staff and peers are high.
- Supports staff to promote positive relationships and identify and appropriately tackle bullying.
- Ensures that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and that they abide by the Anti-Bullying Policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/Carers in turn work with EAN to uphold the Anti-Bullying Policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.
- Engages students through student voice meetings.

Definition of Bullying

Bullying is defined as:

“Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally”.

Bullying can include name calling, taunting, mocking, making offensive comments, producing offensive graffiti, taking belongings; any inappropriate physical contact; inappropriate text messaging and electronic messaging (including through websites and Social Networking sites); sending offensive or degrading images by phone or via the internet; gossiping and excluding people from groups and spreading hurtful and untruthful rumours.

Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types including bullying related to:

- Race, religion or culture.
- Special educational needs.
- Appearance or health/mental health conditions.
- Sexual orientation/gender identification.

- Young carers or children in care or otherwise related to home circumstances.
- Sexism/sexual bullying.
- Online bullying.

Preventing, identifying and responding to bullying

EAN will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum (i.e. SMSC lessons and community events), our management of behaviour and restorative justice practices (refer to our Positive Behaviour Policy), displays, peer support, and school assemblies.
- Train all staff to identify bullying and follow school policies and procedures on bullying. This includes training for all staff and young people on online safety which is delivered through Inset Days (staff) and across all lessons (students) and is directly taught within our SMSC lessons.
- Provide “safe spaces” for vulnerable young people.
- Consider the allocation of staff in unstructured times to engage positively with young people and promote positive interactions.

Involvement of Students

EAN will:

- Regularly canvas the young people's views on the extent and nature of bullying through Tutor
- Time, student voice and SMSC lessons.
- Encourage students to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools (Community Events) and Princes Trust events.
- Publicise the details of helplines and websites
- Offer support to students who have been bullied and show pro-active support through behavioural log tracking, isolation of students displaying unacceptable behaviour along with one-to-one pastoral mentoring/restorative justice meetings to resolve issues.
- Work with students who have been bullying in order to address the problems they have.
- Use Tutor Time sessions to encourage self-review and peer discussions to resolve issues around bullying and anti-social behaviours.

Communications with Parents and Carers

EAN will:

- Ensure that parents/carers know whom to contact if they are worried about bullying.
- Ensure parents/carers know about our complaints procedure and how to use it effectively.
- Ensure parents/carers know where to access independent advice about bullying.
- Work with parents/carers and integrated services partners to address issues beyond the school gates that give rise to bullying.

Links with other school policies and practices

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

- Complaints Policy
- The teaching of PSHE through the SMSC Curriculum
- Positive Behaviour Policy
- Actions plans following liaison and meetings with integrated services including EHPS and SCS
- Child Protection and Safeguarding Policy
- The recording of racial and other bullying/discriminatory incidents

Monitoring and Review

We will review this policy at least once every three years, in line with our other policies, as well as if incidents occur that suggest the need for review. EAN uses the guidance by the Department for Education and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

Responsibilities

This policy only works when the whole school community understands that bullying is not tolerated and the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- The Local Governing Body to take a lead role in monitoring and reviewing this policy.
- The Head of School, teaching, and non-teaching members of staff to be aware of this policy and implement it accordingly.
- Students to abide by the policy.

USEFUL LINKS

DCSF Guidance “Safe to Learn: Embedding anti-bullying work in schools”:

www.teachernet.gov.uk

Anti Bullying Alliance guidance: www.antibullyingalliance.org.uk