Bowman Academy **Anti-Bullying Policy**
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Statement
Bowman Academy and the Governors are committed to providing a safe environment for all pupils and consequently take bullying and its impact seriously. Pupils and parents should be assured that bullying is not tolerated and known incidents of bullying will be responded to promptly and appropriately.
This policy complements and supports the following policies;

- Behaviour
- Child Protection/Safeguarding

The Equality Act 2010 places a duty on all school staff in England, Wales and Scotland to prevent discrimination, harassment and victimisation within the school. The characteristics that are protected by the Equality Act 2010 are: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the designated safeguarding lead and senior leadership team will report their concerns to their local authority children's social care.

Aims
The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be.

- All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is
- All pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises

What is bullying?
Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. (Anti-Bullying Alliance)

The main components that determine if a behaviour is bullying are;
Repetition: Bullying behaviours happen more than once

An Imbalance of Power: bullies use their power - physical strength, access to embarrassing information or popularity - to control or harm others
Intentional: a behaviour or action is done with the intention to cause harm to another person or group
Bullying may be related to; race, gender, religion, culture, appearance or health condition, home circumstances, sexual orientation etc.

A child friendly definition of bullying: Bullying is something that can hurt you on the inside or on the outside. It can hurt you on the outside by hitting you and hurting you physically and it can hurt you on the inside by name calling or hurting your feelings. Bullying is done on purpose, it is not an accident. It is bullying if these things happen more than once.

Signs of bullying may include;

- Unwillingness to come to school
- Withdrawn or change in behaviour
- Complaining about missing possessions
- Refusal to talk about the problem
- Damage or refusal to complete work
- Complaining about physical pain
- Self-harm
- Feels ill in the morning before school
- Is bullying other children or siblings
- Stops eating
- Is nervous when a cyber-message is received

The above list is not exhaustive, if you are concerned about your child displaying any of the above signs or changes in behaviour please contact the designated safeguarding lead immediately.

Prevention

The school will not only respond to instances or disclosures of bullying we will implement a vigilant and preventative approach throughout the school. This consists of school staff proactively managing issues between peers that may provoke conflict which may involve talking to pupils about issues of difference, the delivery of assemblies and workshops, addressing the issues as part of the curriculum and effective relationships between staff and pupils. The school promotes a value of respect for staff and other pupils, and an understanding of how an individual's actions affect others. At Bowman Academy bullying is not acceptable between any members of our school community including; pupils and their families, staff members, and stakeholders. We will endeavour to promote and facilitate a preventative approach across our whole school community.

As a school we recognise that unstructured times, such as break times, can be a difficult time for our pupils to remain regulated and socially interact appropriately. For this reason, we have a robust break time schedule which consists of a high staff ratio of identified staff members facilitating positive social interactions between our pupils. This enables our pupils to engage in positive games, activities and communications whilst being supervised effectively by staff who act proactively in manging issues between peers and prevent instances of negative interactions or bullying behaviour.

Forms of Bullying

Bullying behaviour can be:

Verbal bullying is saying or writing mean things. This could include; teasing, name-calling, inappropriate comments, taunting, threatening to cause harm etc.
Physical bullying involved hurting a person's body or possessions. Physical bullying includes; hitting, spitting, taking or breaking someone's things etc.
Online/Cyber-bullying is bullying that takes place over electronic devices and can include sending, posting or sharing negative, harmful, or false content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behaviour.
The most common places where cyberbullying occurs are;

- Social media such as Facebook, Instagram, snapchat etc
- Text messages
- Instant messages such as email, social media, or device apps
- Online gaming platforms such as Xbox, PlayStation etc.

Emotional/indirect bullying is the continual emotional mistreatment of others, this includes, but it not limited to; isolating others, tormenting, hiding others belongings, threatening gestures, humiliation, intimidating, excluding, manipulation and coercion etc. This behaviour is often subtle, secretive and hidden from others witnessing. This can include the exploitation of individuals or isolating others.

Actions to take if you witness or suspect bullying

Pupils
If you are being bullied:

- Tell an adult straight away. This can be any of the adults in school or an adult at home (they can always talk to school for you). There is always someone that can help you.
- If you do not want to talk to somebody you can write your worries down and pass this to any adult in school or an adult at home.

If you see someone being bullied:

- Tell an adult straight away
- Do not join in

Parents/Carers
The support of parents/carers is vital in preventing bullying and children can often feel more comfortable in talking to the adults within their home. We ask that you;

- Look out for any signs that your child may be a target of bullying
- Monitor their use of technology appropriately, this may be close supervision when your child is using electronic devices or putting parental controls on your home's internet/children's individual devices. You can learn the steps to take in how to keep children safe online via NSPCC: https://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/online-safety/
- Contact the school immediately and speak to your child's class teacher or the designated safeguarding lead, all reports of bullying are shared with the headteacher.
- Work with us to establish the facts and support your child
- It is expected that parents will model appropriate behaviour and conduct when addressing any conflict for their child this includes when intervening online. Parents are not encouraged to message other children on behalf of their own online.

Staff

- Contribute to creating and maintaining a welcoming and supportive environment for pupils and parents/carers
- Promote the wellbeing and ensure the safeguarding of all pupils
- Monitor and promote exceptional behaviour throughout the school day
- Take all reports of bullying seriously and immediately intervene
- Report all behavioural/bullying concerns to the designated safeguarding lead or senior leadership team
- Log all reports of bullying, on the school's electronic recording system, to ensure patterns in behaviour can be monitored and reviewed
- Liaise with parents/carers regarding any concerns or incidents of bullying and agree an appropriate time to review the original concern
- All staff are required to undertake Anti-Bullying training provided by Anti-Bullying Alliance as part of their induction
- All staff to participate in continued professional development regarding Child Protection and Anti-Bullying
- Assistant Headteacher with responsibility for behaviour and the DSL will be responsible for overseeing all anti-bullying strategies in school including; analysis of behaviour data, preventative interventions, and restorative facilitation of peer relationships, however it remains the responsibility of all staff to promote and facilitate anti-bullying throughout the school.

If we become aware of any bullying taking place we will deal with the issue immediately. We will spend time talking to the pupil who has bullied and explain why the action was wrong and endeavour to support the child to change their behaviour in the future. The voice of any victims of bullying will be gained and the pupil will be reassured and supported. The context of the incident has an impact on the consequence that a pupil receives, and peer resolution will be promoted when appropriate. This will be carefully considered to ensure that there is a zero tolerance of bullying behaviour and to facilitate the opportunity to reflect and learn from their actions. Consequences may include; pupils being spoken to by the on-call team, playtime reflection and re-engagement, afterschool detention, internal suspension, fixed term external suspension or permanent external exclusion. Our children's voice remains at the centre of all action and whilst peer resolution is promoted and facilitated by adults this will never been enforced if this against a child's wishes.
All reports of bullying, including the form of bullying, will be recorded via the school's electronic recording system to ensure that incidents and appropriate actions can be monitored and reviewed.

Bullying outside the school premises
The Department for Education state:
'School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances.' (DfE Preventing and tackling bullying; 2017).
Where a pupil or parent informs us of bullying off the school premises we will;

- Talk to pupils about how to avoid or manage bullying outside of school
- Talk to the headteacher/designated safeguarding lead of any other school whose pupils are bullying
- Talk to the police where this is deemed necessary

Creating an Anti-Bullying Culture in School

The school's behaviour policy explains how we promote positive behaviour in school to create an environment where pupils display positive behaviour, abilities and attitudes whilst promoting self-esteem and encouraging mutual respect. This is implemented within the school day through the school rules, role modelling, and praising, rewarding and celebrating the success of pupils.
We also utilise the school's curriculum and promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practiced. Our aim is to create a culture where bullying is not accepted by anyone within the school community. Our curriculum is used to;

- Raise awareness about bullying
- Increase understanding for targets of bullying and support in building an anti-bullying ethos
- Teach pupils how to constructively manage their relationships with others
- Themed weeks, themed assemblies, role play, external workshops/visitors are used to show what pupils can do to prevent bullying, and to create an anti-bullying culture in school.

The school endeavours to ensure that all pupils know the difference between bullying and 'falling out'. External support is available regarding anti-bullying and useful links are;
https://www.anti-bullyingalliance.org.uk/
https://www.beyondbullying.com/
https://www.childline.org.uk/
https://www.kidscape.org.uk/
https://www.nspcc.org.uk/
https://www.thinkuknow.co.uk/parents/
Childline: 0800 1111