Anti-Bullying Policy

Approved by:	CEO	**Date:** 20/09/2024
Last reviewed on:	25/07/2024	
Next review due by:	24/07/2025	

Introduction
This policy is based on DfE guidance 'Preventing and Tackling Bullying' and supporting documents 'Cyberbullying: advice for Headteachers and school staff' and 'advice for parents and carers on cyber bullying' July 2017: Preventing_and_tackling_bullying_advice.pdf (publishing.service.gov.uk)

1.   Objectives
This policy outlines what Releasing Potential will do to prevent and tackle bullying. We are committed to developing an anti-bullying culture whereby no bullying, including:

- Bullying of pupils by pupils within school
- Bullying of and / or by pupils outside of school, where the school is aware of it
- Bullying of staff by pupils within or outside school

Releasing Potential is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our Organisation is equal and should be treated with respect.

2.   Organisation Approach
Bullying of any kind is unacceptable and will not be tolerated. The safety, welfare and wellbeing of all our students and staff is a key priority. We take all incidents of bullying seriously and it is our duty to take measures to prevent and tackle any bullying, harassment or discrimination. Our Organisation does this by:
- Discussing, monitoring and reviewing our anti-bullying policy and practice on a regular basis.
- Supporting all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensuring that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and that students abide by the anti-bullying policy.
- Reporting back to parents/carers regarding their concerns on bullying and dealing promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seeking to learn from good anti-bullying practice elsewhere and utilising support from other relevant organisations when appropriate.

3.   Definition of bullying
Bullying is defined as "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 There are four key elements to this definition:
- ➢ Hurtful
- ➢ Repetition
- ➢ Power imbalance
- ➢ Intentional

4.   Forms of bullying covered by this Policy
Bullying can happen to anyone. This policy covers all types of bullying including bullying related to:
- Race, religion or culture.
- SEND (Special Educational Needs or Disability).
- Appearance or physical/mental health conditions.
- Sexual orientation (homophobic, biphobic bullying).
- Young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Via technology – 'cyberbullying'.

The nature of bullying can be:
- Physical: including pushing, poking, kicking, hitting, biting, pinching
- Verbal: including name calling, sarcasm, spreading rumours, threats, teasing, belittling
- Emotional: including isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating
- Sexual: including unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films
- Online / Cyber: posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect: Can include the exploitation of individuals

No form of bullying will be tolerated and all instances will be taken seriously.

5.   Reporting Incidents of Bullying

If a student is being bullied, they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school to a tutor or other member of staff. **Call ChildLine to speak to someone in confidence on 0800 1111**

Reporting – Roles and Responsibilities

STAFF: All staff have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the Organisations efforts to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform a DSL.

SLT: The Senior Leadership Team and the Headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the Organisation upholds its duty to promote the safety and wellbeing of everyone.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office.

STUDENTS: Students should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If students witness bullying, they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

6.   Responding to bullying

When bullying has been reported, the following actions will be taken:
- Staff will record the bullying on our CPOMS system.
- Head of Behaviour to monitor the bullying log and inform the Headteacher of the type of incidents that are reported on a regular basis.
- Support will be offered to those who are the target of bullying, from the Pastoral/ Behaviour
- Staff will pro-actively respond to the bully, who may require support from the Pastoral Team but they will also be sanctioned for their actions in line with our Behaviour Policy.
- Key Worker will inform parents and carers as necessary.
- Pastoral staff will assess whether any other authorities need to be involved, particularly where actions also take place outside of school.

7.   Bullying outside of Releasing Potential

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of the Organisation. Bullying can take place on the way to and from, before or after school hours, at the weekends, during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on students' wellbeing beyond the school day. Staff, parents and carers, and students must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

8.   Derogatory Language

Derogatory or offensive language is not accepted and will not be tolerated. This type of language can take any of the forms of bullying listed in our forms of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for students and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language on CPOMS.

9.   Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by prejudice, negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously, recorded and monitored in school.

10.   School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying, including:
• The PSHE programme of study includes opportunities for students to understand about different types of bullying and what they can do to respond to and prevent bullying.
• Difference and diversity are celebrated across the Organisation through the promotion of awareness.
• The school ethos and values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
• Stereotypes are challenged by staff and students across the Organisation.
• Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
• Actively creating 'safe spaces' for vulnerable children and young people.

11.   Links to other policies and documents

PSD Schemes of Work
Behaviour Management Policy .docx
Behaviour Management Policy .docx
Online Safety Policy.docx
ICT & Internet Policy.docx
Curriculum Policy 2024 - 2025.docx
Mobile Phones.docx

12.   Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying. These may include:
• Keeping Children Safe in Education 2024
• The Equality Act 2010
• The Children Act 1989
• Protection from Harassment Act 1997
• The Malicious Communications Act 1988

• Public Order Act 1986
• The Computer Misuse Act 1990

13.   Monitoring & review, policy into practice
This policy will be monitored and reviewed annually. The Organisation will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

Supporting Organisations and Guidance

• Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
• Childline: www.childline.org.uk
• Family Lives: www.familylives.org.uk
• Kidscape: www.kidscape.org.uk
• NSPCC: www.nspcc.org.uk
• Victim Support: www.victimsupport.org.uk
• Young Minds: www.youngminds.org.uk

Cyberbullying
• Childnet International: www.childnet.com
• Internet Watch Foundation: www.iwf.org.uk
• Think U Know: www.thinkuknow.co.uk
• UK Safer Internet Centre: www.saferinternet.org.uk

LGBTQ
• Barnardos: https://www.barnardos.org.uk/what-we-do/supporting-young-people/LGBTQ
• GIDS: www.gids.nhs.uk
• Mermaids: www.mermaidsuk.org.uk
• Schools Out: www.schools-out.org.uk
• Stonewall: www.stonewall.org.uk

SEND
• Changing Faces: www.changingfaces.org.uk
• Mencap: www.mencap.org.uk
• Anti Bullying Alliance: www.anti-bullyingalliance.org.uk

Mental Health
• MindEd: https://www.minded.org.uk/
• Young Minds: https://youngminds.org.uk/
• Mind: https://www.mind.org.uk/information-support/guides-to-support-and-services/children-and young-people/
• Rethink: https://www.rethink.org

Race, Religion and nationality
• Educate against Hate: https://educateagainsthate.com/
• Kick it Out: www.kickitout.org
• Report it: www.report-it.org.uk
• Show Racism the Red Card: www.theredcard.org

Sexual Harassment and Sexual Bullying
• Disrespect No Body: www.disrespectnobody.co.uk
• Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk