



3. Anti Bullying

Date Adopted: September 2021
Review: December 2023

See EOTAS policy control document (held by Business Manager) for status, notes and actions pertaining to this policy

Scope and purpose

All forms of bullying including cyber bullying by members of the Education Other than At School Service (EOTAS) community both on and off school premises, are unacceptable and will be dealt with as effectively as possible. In accordance with the guidance provided in *Preventing and tackling bullying - Advice for headteachers, staff and governing bodies Updated July 2017*

Definition

In EOTAS we work to these factors to identify bullying::

- Deliberate harmful behaviour
- Often repeated over a period of time
- Difficult for those being bullied to defend themselves

Bullying can take many forms, the nature of bullying may be:

- Physical -hitting, taking belongings, destroying property
 - Verbal* -name calling, insulting, racist remarks, threatening
 - Indirect* -spreading stories about someone, excluding someone from social groups
- (*This includes cyber bullying through social media and other electronic means)

Bullying can be based on any of the following things, the list is not exhaustive:

Race (Racism), religion or beliefs, culture or class, Gender (Sexism), Special Educational Needs or Disability, Appearance or health conditions. Related to home or other personal circumstances, Sexual orientation (Homophobic bullying), Gender Identity (Transphobic bullying.)

EOTAS believes that:

Every person has the right to be themselves and to be included in a safe and happy environment. Everyone at school is equal and should be treated with respect. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated. We want to enable our students to become responsible citizens and prepare them for life. These values reflect those that will be expected of them by society when they leave school and enter the world of work or further study.

We are committed to improving our approach to tackle bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

- Bullying, including cyber bullying, is undesirable and unacceptable
- Bullying, including cyber bullying, is a problem to which solutions can be found
- Seeking help and openness are regarded as signs of strength not weakness
- All members of our community will be listened to and taken seriously
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear
- All of us have a responsibility to ensure that we do not abuse or bully others
- Children and young people should talk to an adult if they are worried about bullying, including cyber bullying, and have a right to expect that their concerns will be listened to and treated seriously
- We all have a duty to work together to protect vulnerable individuals from bullying, including cyber bullying, and other forms of abuse

To support effective anti-bullying processes EOTAS will:

- Involve parents to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied.
- Involve pupils to ensure pupils understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders in person or on social media
- Share a student friendly Anti-bullying policy and review it regularly with young people to ensure it is understood.
- Regularly evaluate and update anti bullying approaches to take account of developments in technology, for instance updating 'acceptable use' policies for computers
- Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Teach children that using any discriminatory language and the playing of music with discriminatory lyrics is unacceptable.
- Use specific organisations or resources to help with particular problems for example the Think You Know resources to combat cyber bullying.
- Work with other agencies and the wider community to tackle bullying that is happening outside school
- Make it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on. Pupils should feel that they can report bullying which may have occurred outside school including cyber-bullying

Roles and responsibilities

- All teachers and other staff within EOTAS provision should encourage an atmosphere/climate of mutual support, tolerance and an awareness of the effects of intimidation and bullying.
- Staff should be aware of modelling tolerant and supportive behaviour.
- Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.
- Staff should be very vigilant. Although within EOTAS provision we have good staff pupil ratios which generally lead to greater awareness of bullying relationships, bullying is often secretive and hard to spot.
- Bullying should never be ignored but staff should employ discretion when dealing with bullying. Discussion with other members of staff in many cases will be sensible before action is taken. The Head should be consulted in serious cases. Staff will consider the following questions before making decisions regarding potential bullying and bullying incidents:
 - Has the incident with the same person or people occurred several times within a reasonably short period of time?
 - Is it a disagreement or the result of play which has got out of hand?
 - Is it a 'falling out of friends' matter?
 - Are you sure that the child has not had at least partial responsibility for the incident?
 - Can you recognise a pattern to the incidents?
 - Have you noticed any change in the child's behaviour?

- To support staff in dealing with bullying EOTAS will:
 - Maintain and develop effective listening systems for children, young people and staff
 - Equip all staff with the skills and information necessary to deal with incidents of bullying
 - Acknowledge the key role of every staff member in dealing with incidents of bullying
 - Ensure that all incidents of bullying, including cyber bullying, are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations

Consequences

EOTAS will deal with all bullying incidents with a combination of discipline and support

Support measures

EOTAS expects to support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Explore the use of Restorative Approaches
- Discussing strategies for making amends

Disciplinary measures

Pupils should be made aware that bullying will not be tolerated and although staff will endeavour to reconcile difficulties between pupils, serious bullying could lead to:

- Removal from lessons
- Referral to Child Protection Officer
- Contact and meetings with parents
- Fixed term exclusion
- Involvement of the police
- Review of placement

Links to other policies

This policy should be read in conjunction with the following policies:

Behaviour

Safeguarding and child protection

E safety

Young Carers

Appendix 1: Student friendly Anti-bullying policy

All forms of bullying behaviour are unacceptable. School 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 school is equal and should be treated with respect.

What is bullying?

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be done by one person or a groups of people towards another person or a group of people where the bully or bullies hold more power than those being bullied.

What does bullying look like?

Bullying can be:

- Hitting or threatening to hit someone
- Physical contact with someone without their consent
- Calling someone names or spreading rumours or gossip about someone
- Stealing, hiding or damaging someone's property
- Deliberately ignoring someone or leaving them out
- Sending hurtful or unkind texts, emails or online messages to or about someone

Remember that bullying isn't just physical and it can happen inside or outside school. If someone is deliberately and repeatedly being hurtful or unkind towards you or someone else, whatever that looks like or whatever reason, it is bullying.

What kinds of bullying can happen?

Bullying can be based on any of the following things:

- Race or ethnicity (racist bullying)
- Religion or belief
- Culture or family background
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender Identity (transphobic bullying)
- Special educational needs or disability
- Appearance or health condition
- Home or other personal situation

Not every type of bullying is on this list. If someone is deliberately and repeatedly being hurtful or unkind towards you, for whatever reason, that is bullying.

What should I do if I'm being bullied or someone else is being bullied?

It is really important to report bullying. It won't make the situation worse and it will help to stop the bullying whether it is happening to you or someone else. If you know that someone is being bullied, try to reassure and support them, tell them that what is happening is wrong and help them to tell a trusted adult. There are many different ways to report bullying:

- Tell an adult at school, for example your tutor
- Report it to The Hub who are always available throughout the school day, including at lunchtime, before and after school.
- Email: _____
- Using the anonymous reporting boxes on the school website _____
- You can also call Childline at any time for free on 0800 1111 to speak to a counsellor. Remember your call will be confidential which means they will not tell anyone else about what you have said.

School staff will make sure that the bullying is recorded and taken seriously and will follow up to support you or the person being bullied. They will also sort out the situation with the bully and any others involved.