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## ALP ANTI BULLYING POLICY

**“Bullying is not the occasional falling out of friends, name-calling, arguments or the playing of a trick or joke. This policy covers all types and forms of bullying.”**

This policy is based on DfE guidance preventing and tackling policy and supporting documents. It also considers the DfE statutory guidance and [“Sexual violence and sexual harassment between children in schools and colleges”](#) May 2018 guidance. This policy outlines what the Ashington Learning Partnership (ALP) will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the whole school community. The Ashington Learning Partnership is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

### Rationale and Statement of Intent

The ALP will adopt a zero tolerance concerning bullying. All members of our school community; staff, pupils and parents are encouraged to tell if they see, hear about or experience bullying of any form.

The ALP believes that all pupils have the right to learn in a safe, caring environment without the fear of being bullied. Whilst recognising that all institutions, whether large or small, may have the potential for some bullying behaviour, we feel that a clearly laid down system for discipline can minimise its occurrence. Within the Ashington Learning Partnership, we will endeavour to promote good citizenship and make it clear that bullying is anti-social and contrary to our core values and overall ethos. The ethos of our trust is underpinned by the trust’s core values. We know that good behaviour in our schools and a clear understanding of the consequences of poor behaviour are vital in helping all of our pupils to realise their potential. Bullying is **wrong** and **will not be tolerated**.

The ALP seeks to provide a safe, secure and positive environment where young people can achieve their potential, making full use of the opportunities available to them and have the right to be treated with respect and to be free from intimidation. The ALP seeks to protect these basic human rights by ensuring:

- We are proactive in setting up a range of preventative measures.
- We actively listen to our pupils, their parents/carers and staff.
- We act appropriately on their behalf.
- We will be proactive, addressing the issues of bullying as any reported case is one too many.

Pupils who choose to bully others will be held to account in line with the ALP’s schools’ behaviour, confidentiality and safeguarding policies.

### 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’
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. 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.
- Bullying is recognised by the ALP as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

#### **Our school community will:**

- Review our anti-bullying policy regularly
- Recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensure 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.
- Require all members of the ALP community to work to uphold the anti-bullying policy.
- Recognise the potential impact of bullying on the wider family of those affected, working in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Deal promptly with grievances regarding the school's response to bullying in line with our complaints policy.
- Seek to learn from good anti-bullying practice elsewhere.
- Utilise support from the Local Authority and other relevant organisations when appropriate.

#### **Preventing bullying**

##### **The school community will:**

- Create and support an inclusive environment, which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language which does not uphold the ALP core values.
- Encourage all to use technology, especially mobile phones and social media, positively and responsibly.
- Respond immediately to any mis-use of technology which could result in cyber-bullying.
- Not allow the use of mobile phones at any time during the school day.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Celebrate success and achievements to promote and build a positive school ethos.
- Actively encouraging tolerance and diversity.
- Discuss how to recognise and deal with bullying and its effects on those involved through assemblies, PSHE lessons and focused behaviour weeks.
- Act upon 'unkind' behaviour in the classroom, playground or at lunchtime by following the behaviour policy.

- Provide relevant support if applicable over the lunchtime period for nominated pupils to attend.
- Ensure that there is adequate supervision of pupils at all times across the school day including porches, corridors and yards.
- Encourage parents to inform school immediately if they have any concerns regarding their child.

### **Responding to incidents of bullying**

The following steps may be taken when dealing with all incidents of bullying reported:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The suspected or reported incident will be logged on CPOMS under the category of 'Allegation of Bullying'.
- 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 Assistant Head of School /Designated Safeguarding Lead (DSL) or another member of the leadership team will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- 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 relevant school policies.
- If the incident is deemed to a bullying incident it will be logged on CPOMS under the category of 'Bullying Incident'. A clear and precise account of bullying incidents will be recorded on CPOMS in accordance with existing procedures. This will include recording appropriate details regarding decisions and actions taken.
- Sanctions, as identified within the school behaviour policy and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help 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), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.

### **Supporting pupils:**

- Pupils are encouraged to report any incident of bullying to someone, relaying what is happening or what has happened.

### **Pupils who have been bullied will be supported by:**

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the Designated Safeguarding Lead, or a member of staff of their choice.
- Working towards restoring self-esteem and confidence.
- 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 Early Help or Specialist Children's Services.

### **Pupils who have perpetrated bullying will be supported by:**

- 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 appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to the service provider.
- Sanctioning, in line with school behaviour policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and 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 Early Help or Specialist Children’s Services.

**Parents/carers are actively encouraged to:**

- Report any incident of bullying to school.
- Report unwillingness to come to school.
- ‘Tell’ us about any change in the behaviour of their child.
- Work with school.

**School will respond by:**

- Listening sympathetically to all claims and investigate thoroughly without being judgmental.
- Ensure all staff collate all reoccurring concerns regarding individual pupils.
- Ensure all staff log an ‘Allegation of Bullying’ into CPOMS and inform all relevant staff.
- Monitoring the emotional resources on a daily basis talking with pupils and actively seeking out those children who need support.
- Following the behaviour and anti-bullying policies to ensure that incidents are dealt with appropriately.
- Offer, if applicable counseling and support to the target, the bully or the observer.
- Inviting parents/carers into school to form part of the discussions around reoccurring incidents.

**Consultation Process**

The people involved in the formation and consultation process of this policy document in our school are as follows: Staff, Governors and Parents

**Links with other school policies and practices:**

- Behaviour Policy
- Safeguarding Policy
- Online Safety

**Appendices:**

1. Flowchart

Created ○ Reviewed ○	
Signed: A Hall	Name: Aaron Spence
Role: Deputy Head of School	Date: September 23
Adopted	
Signed: LH	Name: Louise Hall

**Role: Executive Principal**

**Date: September 23**

