

The Holden School Anti-Bullying Policy

Introduction

Our school is committed to developing an anti-bullying culture where the bullying of adults, children, or young people is not tolerated in any form. This policy outlines what our schools will do to prevent and tackle all forms of bullying. It is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents.

It also considers the DfE statutory guidance “Keeping Children Safe in Education 2023”. Reference has also been made to Childnet’s “Cyberbullying: Understand, Prevent, and Respond: Guidance for school/colleges”. The policy has been adopted with the involvement of the whole school community.

Links with other school policies and practices

This policy should be read alongside the following organisational policies:

- Behaviour Policy
- Exclusions Policy
- Safeguarding Policy
- Online Safety Policy

Links to legislation

There are several pieces of legislation which set out measures and actions for school in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006 2011
- The Education Act 2002
- The Education (Independent School Standards) Regulations 2014
- The Equality Act 2010
- The Independent School Standards (England)(Amendment) Regulations 2012
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Communications Act 2003
- Public Order Act 1986

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Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently, and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
 - The Governors will take a lead role in monitoring and reviewing this policy.
 - All staff, including governors, senior leadership, teaching, and non-teaching staff, will support, uphold, and implement this policy accordingly.
 - Parents/carers will support their children and work in partnership with the school.
 - The school will ensure that pupils/learners understand this policy and why it is important.
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Definition of Bullying

- Bullying is often characterised by an **imbalance of power** between the perpetrator and the victim, making it difficult for those being bullied to defend themselves. This imbalance can be physical, emotional, or social.
 - 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 school as being a form of child-on-child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's and young people's emotional development.
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Forms and Types of Bullying Covered by this Policy.

- **Bullying related to physical appearance:** This form of bullying targets individuals based on their physical appearance, such as weight, height, clothing, or other visible attributes. It often involves mocking or making derogatory comments about someone's looks.
- **Bullying of young carers, children in care, or otherwise related to home circumstances:** This type of bullying focuses on individuals due to their family or home situation. This can include making fun of a young person because they are in foster care, adopted, or have caring responsibilities at home.

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- **Bullying related to physical or mental health conditions:** This involves targeting individuals because of their physical or mental health status. This can include mocking or isolating a student due to a disability, chronic illness, or mental health struggles.
 - **Physical bullying:** Involves the use of physical force to intimidate or harm others. This can include hitting, kicking, pushing, or other forms of physical assault.
 - **Emotional bullying:** This type of bullying involves emotionally manipulating or excluding others, often through tactics like spreading rumours, excluding someone from a group, or using intimidation to create distress.
 - **Sexual bullying:** This includes inappropriate sexual comments, gestures, or actions toward another person. It can include making lewd remarks, sharing explicit content, or pressuring someone into unwanted sexual activity.
 - **Bullying via technology**, also known as online or cyberbullying: This includes, but is not limited to, the use of social media platforms, messaging apps, gaming websites, and other digital platforms where bullying behaviour may take place. The school will ensure that monitoring and filtering software is updated regularly to protect students from online threats, with continuous education provided to staff and pupils on evolving cyberbullying risks.
 - **Prejudice-based bullying:** Bullying that targets individuals based on their **protected characteristics**, as defined under the **Equality Act 2010**, is strictly prohibited. This includes bullying related to race, disability, gender reassignment, sexual orientation, religion or belief, and other protected characteristics.
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School Ethos

In our schools, we strive to create a happy, safe, and caring learning environment where everyone feels safe. All cases of bullying are serious, and any behaviour that adversely affects the well-being of another will not be tolerated.

Aims

Every member of staff has a responsibility to report any incident of bullying that comes to their attention and work towards eradicating any incidents and types of bullying in our school.

The aims of the school anti-bullying strategies and intervention systems are:

- To prevent, de-escalate and/or stop any continuation of harmful behaviour;
 - To react to bullying incidents in a reasonable, proportionate, and consistent way;
 - To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil;
 - To apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through multi-agency support.
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Reporting and Logging Incidents

All incidents of bullying will be logged, and anonymised data will be reviewed periodically to detect patterns or recurring issues. Senior leadership will use this data to inform intervention strategies and improvements.

Monitoring, Evaluation, and Review

The school will review this policy every year and assess its implementation and effectiveness. This will be done through positive action based on Incident Reports and ongoing feedback from staff and pupils/learners. The policy will be promoted and implemented throughout the school, and training will be given to staff as part of their induction package to ensure that all staff are aware of their responsibilities and how to implement them.

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Useful links and supporting organisations.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: <https://carers.org/about-us/about-young-carers>

Cyberbullying

- Childnet: 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
- The UK Council for Child Internet Safety (UKCCIS)
www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteacher/principals and school/college staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to25

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: <https://www.kickitout.org/take-action/resources>
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: <http://www.theredcard.org/>

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org

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- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: <http://www.schools-out.org.uk/>

Sexual Harassment and Sexual Bullying

- Ending Violence Against Women and Girls (EVAW)
www.endviolenceagainstwomen.org.uk
- Disrespect No Body: <https://www.gov.uk/government/publications/disrespect-nobody-campaign-posters>
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying>
- Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)
- www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE research into anti-bullying practices:
<https://www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying>

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