ANTI-BULLYING POLICY

Approved by the Trust

December 2024 – December 2026

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Rationale

In The Lionheart Educational Trust we believe pupils and staff have a right to learn and work in a calm, safe environment, free from disruption. We believe having high expectations for pupil behaviour and conduct, and enforcing these expectations strictly, is an act of kindness, because lowering expectations simply allows children to fail. We believe in explicitly teaching children how to be kind.

Ethos

As a school we believe that our promotion of equal opportunities and tolerance means that very few instances of bullying occur within our school community. This Anti-bullying Policy, therefore, is designed to respond to the occasional instances of bullying that might still occur.

What Is Bullying?

Behaviour by an individual or group, repeated over time, which intentionally hurts others physically or emotionally. Bullying usually has three key elements:

- It is intentionally or deliberately hurtful
- It is repeated over a period of time
- There is an imbalance of power which means the victim feels unable to defend themselves

Types of Bullying

Bullying can take many forms including:

- being called unkind names, teased, made fun of, threatened or put down
- being hit, kicked, punched, tripped up or knocked over, or any other type of physical harm
- having belongings stolen or deliberately damaged
- having rumours or gossip spread about you or people talking about you behind your back
- being left out, excluded or isolated
- being forced to do something you don't want to do or that you know is wrong

Online bullying is bullying behaviour that is displayed through technology such as mobile phones or the internet:

- hurtful, embarrassing or threatening material posted online (e.g. on social media)
- nasty messages sent as text messages, e-mails or via other websites or apps
- being excluded from an online game or chat forum
- fake profiles on a social network to make fun of others
- misuse of intimate explicit images of the person targeted (the target)
- doxing - the action or process of searching for and publishing private or identifying information about a particular individual on the internet, typically with malicious intent

Prejudice Related Bullying

Prejudice-related bullying is when the bullying is focused on what is different about a person's identity. It can be targeted at one person or a whole group of people because they are thought to be different, whether this is true or not. This is known as prejudice.

Prejudice-related bullying involves aspects of a person's identity such as the following Protected Characteristics:

- age
- disability
- gender re-assignment
- race
- religion
- sexual orientation – whether someone is heterosexual, homosexual or bisexual (who someone is attracted to)
- sex

When is it not bullying

The following examples are examples of unacceptable behaviour but are not examples of bullying:

- a disagreement or 'falling out'
- an argument or one-off fight
- relationship issues where children or young people need to learn how to get along better
- someone being 'nasty' with unkind or disrespectful words or action

Objectives of this Policy

- All governors, teaching and associate staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and associate staff should know what the school policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a Trust we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Procedures

On being made aware of an incident, staff will;

- Investigate to assess the level at which the incident should be dealt with.
- Escalate to Pastoral teams if serious or repeated.
- Inform all parents/carers.
- Log the concern/incident on CPOMS.
- Issue sanctions as appropriate and in line with school behaviour policy.

- Victims will be offered support.
- Perpetrator will be given support to modify behaviour.
- Restorative justice may be used if appropriate.
- Risk assessments will be used or repeated incidents.
- Police will be consulted if appropriate.

Prevention

The whole 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 (including child on child abuse).
- Educating the whole school community via PDC/assemblies and tutor times.
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.
- Actively create a community that has clear reporting methods, recording incidents on CPOMS and reporting to governors.
- Monitoring patterns and trends to target identified areas of need.

We will use a wide range of methods for helping students to prevent bullying. As and when appropriate, these may include:

- Using sanctions as outlined in the school Behaviour/Conduct Policy.
- Through curriculum lessons such as PDC/RE/PSHE.
- Government guidance on Preventing and Tackling Bullying.
- Dealing with the subject of bullying in gatherings/assemblies and tutor sessions.
- MVP Mentors.
- All staff have anti bullying training.
- Having discussions about bullying and why it matters.

Useful links and supporting organisations

Preventing and Tackling Bullying: https://www.gov.uk/government/publications/preventing-and-tackling-bullying

Equality Act 2010 Advice for Schools: https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools

Cedars Behaviour Policy: https://www.thecedarsacademy.org.uk/media/a0ohqv1f/let-behaviour-policy-secondary-2024-2025.pdf

Cedars Child Protection Policy: https://www.thecedarsacademy.org.uk/media/hqmnbn4x/ced-child-protection-policy-2024-2025.pdf

Cedars Acceptable Use Policy: https://www.thecedarsacademy.org.uk/media/52rja1an/let-acceptable-use-policy-ks3-ks4-ks5-2024-2025.pdf

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

NSPCC: www.nspcc.org.uk

Victim Support: www.victimsupport.org.uk

LGBTQ+

Barnardo's LGBTQ+ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

Stonewall: www.stonewall.org.uk