



St. Barnabas
MULTI ACADEMY TRUST
Creating Unique Possibilities



Anti-Bullying Policy

Approved by MAT Board

11th February 2019



Introduction

Jesus said “Love your neighbour as yourself.” In our schools, every person will be valued and loved in equal measure. The Parable of the Lost Sheep underpins our vision and demonstrates that each individual within our community is unique and precious.

Our schools are places where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone in our schools is equal and treats each another with respect and kindness. Our schools are a bully-free place.

Aims and Purpose of the Policy

Bullying of any kind is unacceptable and will not be tolerated at our schools. In our schools the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole Trust community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated within each school community and across our MAT. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school’s approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures. Related policies which should be read in conjunction with this Anti-Bullying policy are the Behaviour and the Equality policies.



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Definition of Bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The STOP acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** – such as damaging, stealing or hiding someone's possessions
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological** – such as deliberately excluding or ignoring people
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone.

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or bi-phobic bullying)
- **Gender identity** (trans-phobic bullying)
- **Special Educational Needs (SEN) or disability**
- **Appearance or health conditions**
- **Related to home or other personal situation**
- **Related to another vulnerable group of people** – (e.g. young carers, pupils in care)

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



Reporting Bullying

If a pupil 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:

- **Report** to a teacher – their class teacher or any other teacher
- **Tell a playground buddy** who in turn can help them tell a teacher or staff
- **Tell any other adult staff** in school – such as lunchtime supervisors, Learning Support Assistants or the school office
- **Tell an adult at home**
- **Report anonymously** through concerns box or Toot Toot
- **Call ChildLine** to speak with someone in confidence on 0800 1111.

Reporting – Roles and Responsibilities

Staff - All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, librarians) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. The following staff members are anti-bullying leads:

Mrs A Lapham alapham@stbarnabasmat.com	Quethiok C of E School Head of School and MAT Anti-Bullying Lead and Stonewall School Champion
Mrs Merryn Pearce mpearce@stbarnabasmat.com	Quethiok C of E School Healthy Schools Champion and Teaching Assistant
Mrs H Bridges hbridges@stbarnabasmat.com	St Martins C of E School Head of School
Mr P Bell pbell@stbarnabasmat.com	Millbrook C of E School Head of School
Mrs S Dyter sdyster@stbarnabasmat.com	Braddock C of E School Head of School



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Mrs C Passco

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Mr J Imrie

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Antony C of E School

Head of School

St Nicolas C of E School

Head of School

Senior Staff - The MAT Senior Leadership Team and heads of schools have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the schools uphold their duty to promote the safety and well-being of all young people. In addition to the school designated anti-bullying leads, Mrs Annie Lapham is the Senior Leader responsible for anti-bullying.

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 encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to their child's school either in person, or by phoning or emailing the school office or a member of staff.

Pupils - Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Responding to Bullying

- When bullying has been reported, the following actions will be taken:
- Staff will **record** the bullying on an incident reporting form and also record the incident centrally on SIMS
- Designated school staff will **monitor** incident reporting forms and information recorded on SIMS analysing and evaluating the results.
- Designated school staff will produce termly reports **summarising** the information, which the heads of school will report to the MAT Leadership team.



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- Staff will offer **support** to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault. Action plans will make use of playground buddies, play assistant monitoring and 1:1 and small group support time.
- Staff will pro-actively **respond** to the bully who may require support. They will discuss with the target's class teacher to devise a plan of action.
- Staff will decide whether to **inform** parents or carers and where necessary involve them in any plans of action
- Staff will **assess** whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school or involve bullying linked to protected characteristics under the Equality Act.

Bullying Outside of School

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

Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff whenever heard and recorded and monitored and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.



Prejudice-based Incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or 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 and recorded and monitored in schools and across the MAT, with the heads of schools regularly reporting incidents to the MAT Leadership Team. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School Initiatives to Prevent and Tackle Bullying

We use a range of measures to prevent and tackle bullying including:

- A child-friendly anti-bullying policy (see end of this policy) displayed around the school and referred to in PSHE ensures all pupils understand and uphold the anti-bullying policy
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying
- School assemblies help raise pupils' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week, Black History Month and LGBT History Month
- The MAT Christian values, including of justice, love, kindness, friendship and respect are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and pupils across the schools
- Playground buddies and circle time sessions offer support to all pupils, including those who may have been the target of bullying
- Pupil Support Groups provide support to targets of bullying and those who show bullying behaviour
- Pupils are involved in developing school-wide anti-bullying initiatives through consultation with the School Council and other pupil groups and through the anti-bullying survey.



Training

The Executive Principal and Heads of Schools are responsible for ensuring that all school staff, both teaching and non-teaching (including midday supervisors, caretakers and librarians) receive regular training on all aspects of the Anti-bullying Policy.

Monitoring and Reviewing

The Executive Principal and MAT Lead for School Improvement are responsible for reporting headline information to the board of Directors as applicable. Heads of School are responsible for reporting to the local authority where reportable incidents involving Protected Characteristics have taken place. The school leads for Anti-Bullying are responsible for providing information as requested to the MAT Senior Leadership Team on how the policy is being enforced and upheld, via meetings. The MAT Senior Leadership Team are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.