



Anti-Bullying Policy

Rationale

The Anti-Bullying Alliance (ABA) defines bullying as the *“intentional hurting of one person by another, where the relationship involves an imbalance of power. It can happen face to face or online”*. It is usually repetitive or persistent, although some one-off attacks can have continuing harmful effects on the victim. The school believes that everybody should be appreciated and valued for who and what they are. The school believes that any form of bullying is always unacceptable and that claims of bullying will be always taken seriously and acted upon. This policy is also a statutory requirement of the Education and Inspections Act 2006. We believe that all pupils are entitled to learn in a safe and supportive environment. This means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

What is Bullying?

Bullying can take many forms. It can be physical, mental, and verbal and can be done by an individual or a group. Anyone can be a bully and anybody can be bullied. Bullying can take place anywhere, from taxis to the Hub grounds, and at any time via mobile phones and the internet, which is now readily accessible through a variety of devices.

Definition of Bullying

Any behaviour that makes you feel threatened, uneasy, or unhappy is bullying.

Bullying is generally characterised by:

- Repetition: Incidents are not one-offs; they are frequent and happen over a period of time.
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

Bullying is not:

- Teasing and banter between friends without intention to cause hurt
- Falling out between friends after a quarrel or disagreement
- Behaviour that all parties have initially consented to and enjoy.

Vulnerable pupils are more likely to be the targets of bullying due to the attitudes and behaviours some young people have towards those who are different from themselves. Vulnerable pupils may include, but are not limited to:



- Pupils with SEND
- LGBTQIA+
- Young carers
- Pupils who are looked after or previously looked after
- Pupils suffering from a mental or physical health problem

However, the Hub fully recognises that the above can escalate. Furthermore, we will not tolerate nor allow any inappropriate banter to remain unchallenged. Lack of challenge normalises unacceptable behaviour.

Children need to feel confident to approach a member of staff with any concerns. Taking these concerns seriously and leaving the child with the feeling that the matter has been dealt with and resolved is the key to an effective anti-bullying procedure.

It is therefore important that a pupil should speak to a member of staff if any falling out, banter or teasing is causing upset so it can be dealt with swiftly and appropriately.

Furthermore, staff will deal with instances of banter or teasing to ensure it can be dealt with swiftly using the steps outlined in the behaviour policy and will ensure incidences are recorded, so that such behaviours can be tracked and dealt with accordingly.

Types of Bullying:

Direct

Physical – attack, hitting, kicking, pinching, pushing/shoving/barging, taking possessions etc.

Verbal – name calling, teasing, threats, spreading rumours, stories etc.

Nonverbal – ignoring or leaving out, offensive gestures, facial expressions etc.

Indirect

- Cyber bullying- texts, picture/video clips, phone call, e mail, instant messaging, chat rooms, social networking sites, etc.
- Sexual bullying - Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
- Prejudice or Identity driven bullying or harassment.
- Disability/ Special Educational Needs
- Gender – sexist, sexual and transgender
- Race, religion and culture
- Sexual orientation
- Socio economic background

Some forms of bullying are illegal and should be reported to the police. These include:

- Violence or assault
- Theft



- Repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- Hate crimes

Staff will be alert to the following signs that may indicate a pupil is a victim of bullying:

- Being frightened to travel to or from school.
- Asking to be driven to school.
- Unwillingness to attend school.
- Becoming anxious or lacking confidence.
- Saying that they feel ill in the morning.
- Decreased involvement in schoolwork.
- Returning home with torn clothes or damaged possessions.
- Missing possessions.
- Cuts or bruises.
- Lack of appetite.
- Unwillingness to use the internet or mobile devices.
- Becoming agitated when receiving calls or text messages.
- Lack of eye contact.
- Becoming short tempered.
- Change in behaviour and attitude at home.

Although the signs outlined above may not be due to bullying, they may be due to deeper social, emotional or mental health issues, so are still worth investigating.

Pupils who display a significant number of these signs are approached by a member of staff, to determine the underlying issues, whether they are due to bullying or other issues.

Who might see bullying take place in the Hub?

Everybody involved with the Hub might see bullying take place. We all have a part to play in preventing bullying behaviour and making the Hub a safe and secure environment for everyone.

It is important that incidents are dealt with either immediately or at the earliest opportunity. All incidents should be recorded and those involved supported.

Strategies to Prevent Bullying

The Hub will strive to deliver high quality teaching/learning with a clear focus on positive relationships directly within the curriculum. Other strategies include:

- Whole Hub awareness, raising awareness with Thrive, displays, tutor activities, anti-bullying week.
- Life skills through the PSHE and RSE curriculum

Response to Bullying



Cases of bullying will not be ignored and will be dealt with quickly. The recipient will be treated sympathetically and the situation will be considered constructively (it is important that the recipient is helped to recover from the situation and their needs are a priority.) We favour an approach by which the bully and bystanders will be involved in finding positive solutions to the recipient's unhappiness, though the Hub will use the behaviour policy consistently to ensure appropriate responses for the behaviour.

The strategies are reviewed after an agreed appropriate time period. If the bully has made no attempt to modify their behaviour, they will receive one-to-one counselling and direct input from external agencies as applicable. Parents of both parties should be informed if the situation is escalated to this point. The Hub will use the behaviour policy consistently to ensure appropriate responses for the behaviour, including exclusion where all other options have been explored.

Instances of bullying are recorded and an appropriate log of incidents recorded so that data about bullying can be analysed and consequently inform revisions to this policy and the way the Hub responds to bullying behaviour.

(We all have a duty to stand by someone who has been or is being bullied. This support is expected in the Hub and sends the clear message that anything else is unacceptable.)

What to do if you are bullied and who to turn to

If you are bullied, you can talk to a friend, a member of your family, a teacher, Hub Managers or someone else whom you trust. You could also telephone a counselling service such as CHILDLINE Call 0800 1111.

Your Personal Tutor will always listen to you if you feel you have been treated unfairly by other pupils or adults.

What you can do to help

Adults

- Remove them from immediate danger
- Listen to them and refer to appropriate designated person
- Do not just assume it is an isolated incident; your input may be critical in creating a broader picture of any bullying that is taking place.
- Find out what has happened and agree a strategy to find positive solutions

Peers

- Tell an adult
- Tell the bully to stop if it is safe to do so
- Encourage the bullied person to seek help
- Walk away with the bullied person and encourage them not to react. Reaction is vital to the bully- it is pointless without a reaction.

Training implications for staff



In service training is offered and provided to all staff to assist them in dealing with incidents of bullying, and to reassure them of back-up and support when helping pupils to deal with bullies.

Cyber Bullying

This section refers to the misuse of technology which results in you feeling threatened, uneasy or unhappy. Mobile phone texting and internet chat rooms are two particular areas that can be misused in this way. This often happens at home.

If you are bullied in this way follow the guidelines below:

- Never reply to an unwelcome text or 'chat room' message
- Do not delete the message; if possible, print out.
- Inform an adult at home.

If the messages continue the adult can contact the 'chat room' provider and report the messages to your parent/carer as well as members of staff.

Consider involving the police.

Personal Tutors will also be available if you wish to speak to them. This is particularly important if it is affecting your school life.

Further advice and detail on how to deal with cyber bullying can be found on the website www.anti-bullyingalliance.org.uk

The DfE also produced advice for parents and carers on cyber bullying (November 2014): [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444865/Advice for parents on cyberbullying.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444865/Advice_for_parents_on_cyberbullying.pdf)

The school also has an Online Safety Policy for guidance for both staff and pupils.

Review and Promotion of the policy

This policy will be updated annually and pupils will be asked to discuss ideas and to monitor the policy.

Guidelines for Staff

Procedures for recording and reporting bullying incidents are attached at the end of this policy.

Roles and Responsibilities

Directors

The Hub Manager and Head of Teaching and Learning is responsible for the Anti-Bullying Policy, and for ensuring that it is regularly monitored and reviewed. The Directors will:



- Support the Hub Manager, the Head of Teaching and Learning and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Appoint a Director to have a specific responsibility for bullying

Hub Manager, Head of Teaching and Learning and Senior Leadership Team

The Hub Manager, Head of Teaching and Learning is responsible for implementing the Anti-Bullying Policy and under Section 89 of the Education and Inspections Act 2006 for:

"The head teacher of a relevant school must determine measures to be taken with a view to..." "---encouraging good behaviour and respect for others on part of pupils and, in particular, preventing all forms of bullying among pupils"

It will become a statutory responsibility for schools to record all bullying incidents.

The Hub Manager and Head of teaching and Learning will ensure that:

- bullying behaviour is addressed through the Hub's behaviour policy
- bullying is addressed as an issue in the curriculum
- all staff receive training that addresses bullying behaviour
- the Directors are regularly provided with information regarding issues concerning behaviour management, including bullying
- a senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

Staff

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of personal safety and well-being in the Hub. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

Teachers and Support Staff:

- Treat all reports of bullying seriously never ignoring signs of suspected bullying.
- Make sure unkindness from one pupil towards another is always challenged and never ignored.
- Act immediately when they become aware of a bullying incident; this applies to all staff, not solely teaching staff.
- Always respect pupils' privacy, and information about specific instances of bullying are not discussed with others, unless it is in a setting that the victim has given consent to, or there is a safeguarding concern.
- Will inform the DSL immediately if they believe a pupil is in danger.
- Provide follow-up support to both the victim and bully following any incidents.
- Create seating plans organised and altered in a way that prevents instances of bullying.



- Offer opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and cultural groups.
- Parents/Carers are responsible for:
- Informing their child's teacher or the Headteacher if they have any concerns that their child is the victim of bullying or involved in bullying in any way.
- Being watchful of their child's behaviour, attitude and characteristics and informing staff members of any changes.

Parents/Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at the Hub and that they will support us in meeting our aims.

We want them to feel confident that everything is being done to make sure their child is happy and safe at the Hub.

We expect parents / carers to:

- Keep us informed about and fully involved in any aspect of their child's behaviour.
- Contact the Hub immediately they know or suspect that their child is being bullied, even if their child has asked for "secrecy", and work in partnership with the Hub to bring an end to the bullying
- Contact the Hub if they know or suspect that their child is bullying another pupil
- Share with the Hub any suspicions they have that bullying is taking place even when it does not directly involve their child.

When a parent / carer has concerns relating to bullying they should report them to the Hub Manager or Head of Teaching and Learning.

Pupils

Without the support of our pupils we will not be able to prevent bullying. That is why our pupils will be consulted and will participate in the development, monitoring and review of anti-bullying policy and strategies. We want our pupils to feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn. We want our pupils to feel that they are supported in reporting incidents of bullying and reassured that action regarding bullying will take place.

We expect that pupils:

- will support the Hub Manager, Head of Teaching and Learning and staff in the implementation of the policy
- will not bully anyone else, or encourage and support bullying by others
- will tell an adult if they are being bullied, usually either a member of staff or parent
- will act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied



Pupils must recognise that being a “bystander” is not acceptable and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

Date policy implemented: November 2021

Policy reviewed: September 2024

Next review date: September 2025