

ANTI-BULLYING POLICY

POLICY ESSENTIAL INFORMATION

Title:	Anti-Bullying Policy
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Leadership Lead:	Assistant Principals (Personal Development, Welfare and Behaviour) Primary and Secondary
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Reviewed and approved:	August 2020

ANTI BULLYING POLICY

RATIONALE

At GEMS World Academy (GWA) we aim to create a caring, safe and nurturing environment that promotes mutual respect and trust. We recognise that all forms of bullying, especially if left unaddressed can have a devastating effect on individuals, can create barriers to learning, and have serious consequences on mental wellbeing. By effectively preventing and tackling bullying we can help to create a safe and disciplined environment where students are able to learn and fulfil their potential.

Our community:

- Monitors and reviews our anti-bullying policy and practice on a regular basis
- Supports staff to promote positive relationships to help prevent bullying
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly
- Ensures our students 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
- Requires all members of the community to work with the Academy to uphold the anti-bullying policy. Reports back to parents/caregivers regarding concerns of bullying, dealing promptly with complaints. Seeks to learn from good anti-bullying practice elsewhere
- Utilises support from other relevant organisations when appropriate

This policy applies to all forms of bullying and outlines the ways we will aim to keep the students at GWA safe, secure and successful. This is done by:

- Protecting students from bullying in order to provide a caring, safe and nurturing environment
- Identify all signs of bullying and taking pre-emptive, prompt and appropriate action to stop it
- Implementing clear and robust systems for responding to any incidents of bullying
- Developing confidence in students to stand up against bullying and to report any incidents

This policy is based on appropriate guidance including: 'Preventing and Tackling Bullying' July 2017, 'Keeping Children Safe in Education' 2020, and Childnet's 'Cyberbullying: Understand, Prevent and Respond: Guidance for Schools'.

At GWA, we are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

This policy links with a number of other Academy policies, practices and action plans including: the Behaviour Policy, Complaints Policy, Safeguarding Policy and E-Safety Policy.

LINKS TO LEGISLATION

There are a number of pieces of legislation which set out measures and actions for schools 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 Equality Act 2010
- The Children Act 1989
- Federal Law No.3 (Wadeema's Law) on Child Rights 2016

RESPONSIBILITIES

It is the responsibility of the Principals with the Assistant Principals (Personal Development, Welfare and Behaviour) to communicate this policy to the Academy 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. All staff, including: Local Advisory Board, Senior Leadership, teaching and non-teaching staff, will support, uphold and implement this policy accordingly. Parents/caregivers must support their children and work in partnership with the Academy, and students will abide by the policy.

DEFINITION OF BULLYING

Bullying is an ongoing and deliberate misuse of power in relationships through deliberate, repeated and hostile behaviour by an individual or group that is intended to harm others. It can happen face to face or online. Bullying is not defined by single episodes of social rejection or dislike; single acts of nastiness; random acts of aggression or intimidation; disagreements or fights. These actions can undoubtedly cause great distress, however, they do not fit the definition of bullying unless they are being deliberately and repeatedly done.

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, referred to as cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and applications, and sending offensive or degrading photos or videos.

Bullying is recognised by the Academy 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. Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Children of Determination)
- Bullying related to appearance or physical/mental health conditions
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying via technology, known as online or cyberbullying

CYBERBULLYING

Cyberbullying (online bullying) refers to bullying by electronic media and includes sending, posting or sharing negative, headful, false or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation.

When responding to cyberbullying concerns, the Academy will:

- Act as soon as an incident has been reported or identified
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist in the investigation
- Take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the Academy systems
 - identifying and interviewing possible witnesses
 - contacting the service provider and the police, if necessary
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation

This may include:

- Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content
- Confiscating and searching electronic devices from students, such as mobile telephones, in accordance with the law and also the Behaviour Policy
- Requesting the deletion of locally-held content and content posted online

Ensure that sanctions are applied to the person responsible for the cyberbullying

- The Academy will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help they may need, inform the police if a criminal offence has been committed, and provide information to staff and students regarding steps they can take to protect themselves online

This may include:

- advising those targeted not to retaliate or reply
- providing advice on blocking or removing people from contact lists
- helping those involved to think carefully about what private information they may have in the public domain

The most common places where cyberbullying occurs are:

- Social media sites, such as Facebook, Snapchat, TikTok, Instagram, Twitter, YouTube etc. (including hijacking/cloning and catfishing)
- Text messaging and messaging through apps/instant messaging/chats
- Online forums, chat rooms and message boards
- Email
- Online gaming communities
- The use of mobile phone cameras to cause distress, fear or humiliation

Cyberbullying can include:

- Intimidation and threats
- Harassment and stalking
- Vilification or defamation
- Exclusion/ peer rejection
- Impersonation
- Doxing (posting personal information about online without their permission)

While technology does not cause bullying, it may be used by people who would not necessarily bully others face to face. The perceived anonymity of some online activities, or rude or offensive behaviours due to the physical and emotional distance between people using technology, may mean that the person bullying will do things that they would not do in person. If you believe you or someone else is the victim of cyberbullying, you must speak to an adult as soon as possible. Students should never respond to messages or posts that are suggestive, indecent, aggressive, threatening, or make them feel uncomfortable. These messages should be reported to the relevant Grade Leader or a member of the Senior Leadership Team. It is vital that parents and GWA work together to ensure that all students are aware of the serious consequences of getting involved in anything that might be seen to be cyberbullying.

RESPONDING TO BULLYING

Under no circumstances will GWA tolerate any form of bullying, and all incidents of bullying will be dealt promptly and effectively for the wellbeing of all students. We apply strong discipline measures to students who participate in bullying in order to enable them to learn that the behaviour is wrong. Disciplinary measures are applied fairly, consistently and reasonably taking into accounts the individual circumstances of those involved. It is also important to consider the motivations behind the bullying behaviours and to address these too.

Some of the following steps may be taken when dealing with allegations and incidents of bullying, including those inside and outside of Academy hours/building:

- If bullying is suspected or reported, the incident will be fully investigated and dealt with immediately by the relevant Grade Leader and Counsellor under the supervision of the Assistant Principal/Designated Safeguarding Lead (DSL)
- The DSL will be informed of all bullying issues where there are safeguarding concerns
- Appropriate support is provided to the student being bullied to work on restoring self-esteem and confidence (within the student support network of Form Tutor, Grade Leader and Counsellor)
- The Academy will speak with, and inform other members of staff (if appropriate) to inform them and guide them to be vigilant of any recurrences
- Sanctions (as identified within the GWA Behaviour Policy) and support for individuals 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 (if a child is felt to be at risk of significant harm)
- Where the bullying takes place away from the Academy site, or outside of normal Academy hours (including cyberbullying), the Academy will ensure that the concern is fully investigated
- Appropriate action will be taken, including providing support and implementing sanctions in

the Academy in accordance with the GWA Behaviour Policy.

- A clear and precise account of the incident will be recorded by the Academy in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken
- Collaboration with other schools if the bullying appears to occur across different schools

PREVENTING BULLYING

The whole school community will:

- Create and support an inclusive environment that 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) and openly discuss differences between people that could motivate bullying, such as:
 - religion
 - ethnicity
 - disability
 - gender
 - children with different family situations, such as looked after children or those with caring responsibilities.
- Recognise that bullying can be carried out or experienced by anyone
- Recognise that some students may be vulnerable to bullying and have strategies and interventions in place to protect
- Provide a range of approaches for students, staff and parents/carers to access support and report concerns
- Regularly update and evaluate our practice to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour
- Undertake appropriate, proportionate and reasonable action, in line with existing Academy policies for any bullying brought to the Academy's attention, which involves or affects students, even when they are not on Academy premises; for example, when using public transport or online, etc.
- Actively create 'safe spaces' for vulnerable students
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied
- Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take
- Integrate a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: Form Time curriculum, through displays, assemblies, peer support, the student Grade council, Guest Speakers and workshops
- Ensure Anti-Bullying has a high profile throughout the year, reinforced through key opportunities such as Anti-Bullying week and through student Anti-Bullying Ambassadors
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem

- Consistent approach to monitoring bullying incidents to identify and target any patterns emerging

INVOLVEMENT OF STUDENTS

Students will be consulted during policy writing and decision making, to ensure that they understand the Academy's approach, and are clear about the role they play in preventing bullying. Their views on the extent of bullying will be collated to ensure we always have an updated understanding of the extent and scope of bullying, and to ensure that students are aware how they can express their anxieties. It is important that students are aware of the strict sanctions that may be applied against those engaging in bullying and take an active role in learning from any poor choices to prevent repeat occurrences. All students are expected to participate in Anti-Bullying campaigns, and the opportunities offered throughout the Form Time curriculum.

SUPPORTING STUDENTS WHO HAVE EXPERIENCED THE BULLYING

Students who have been bullied will be supported by:

- reassuring the student and providing continuous support
- offering an immediate opportunity to discuss the experience with their teacher, the Designated Safeguarding Lead, or a member of staff of their choice
- being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate
- working towards restoring self-esteem and confidence and providing ongoing support; this may include: working and speaking with staff

SUPPORTING STUDENTS WHO HAVE PERPETRATED THE BULLYING

Students who have perpetrated the bullying will be supported by:

- discussing and establishing the concern and the need to change
- informing parents/caregivers 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 service providers and sanctioning, in line with the Behaviour Policy; this may include a no blame meeting, official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusion. 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 outside agencies.

INVOLVEMENT AND LIAISON WITH PARENTS/CAREGIVERS

We will take steps to involve parents and caregivers in developing policies and procedures, to ensure they are aware that the Academy does not tolerate any form of bullying, ensure that key information about bullying (including policies and named points of contact) is available to parents/caregivers in a variety of formats, and ensure all parents/caregivers know who to contact if they are worried about bullying and where to access independent advice.

MONITORING AND REVIEW: PUTTING POLICY INTO PRACTICE

At GWA we will ensure that we regularly monitor and evaluate our strategies and systems to ensure that the policy is being consistently applied and any issues will be incorporated into the Academy's action planning. The CEO / Principal and the Designated Safeguarding Lead (DSL) will be informed of all bullying concerns and oversee the investigations and outcomes, reporting to the LAB on a regular basis.

USEFUL LINKS

[The BIG Award](#)

[The Diana Award – Anti Bullying](#)

[Stop Bullying – Understanding the Roles of Parents and Caregivers](#)

[Dealing with Bullying](#)

[Think U Know](#)

[Digizen](#)

[Anti-Bullying Alliance – Information tool for parents and carers](#)