



Anti-Bullying Policy

February 2024

Review: Spring 2024

Introduction

It is the intention of the Beyond Schools Trust to ensure each of its schools is to be a place where bullying in any form is not tolerated. This policy seeks to establish a framework in which everyone within the school communities actively cultivates a climate in which bullying is unlikely to occur and seeks fast and appropriate intervention where needed.

It seeks to promote the ideas that everyone has the right to feel safe and free from bullying, so that they have every opportunity to fulfil their potential and that they can lead a healthy, socially, and economically productive life.

Aims

Bullying of any kind is unacceptable. At our schools the safety, welfare, and well-being of all students and staff is a key priority. We take all incidences of bullying seriously, and it is our duty as a whole school 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 across the whole Trust and school communities. We want to enable our students to become responsible citizens and prepare them for their adult life.

These values reflect those that will be expected of our students by society when they leave school and enter the world of work or further study. We are committed to improving our schools' approach to tackling bullying by regularly monitoring, reviewing, and assessing the impact of our preventative measures.

This policy sets out to:

- a) Demonstrate that all schools within the Trust take bullying seriously and that it will not be tolerated.
- b) Take measures to prevent all forms of bullying in the schools, including using Social Media.
- c) Support everyone in the actions to identify and protect those who might be bullied.
- d) Demonstrate to all that the safety and happiness of students is enhanced by dealing positively with bullying.
- e) Have structured and clearly understood procedures for reporting incidents of bullying.
- f) Develop strategies to deal with bullying, inside and outside the classroom, whenever it arises.
- g) Enable students to become more self-confident and to enhance their development of coping strategies to help them deal with the aspects of bullying.

h) Have the confidence to report it, secure in the knowledge that the matter will be taken seriously and dealt with as promptly as possible.

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 another individual or group, where the bully or bullies hold more power than those being bullied.

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 behaviours are characterised by the following attributes:

- The behaviour is repeated
- The behaviour is intentional
- The person or group who are carrying out the bullying behaviours have more power than the victim or victims of bullying
- The behaviour causes physical or emotional harm for the individual or group who is targeted

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or Belief
- Culture
- Social Class or Socio-Economic Background
- Gender (Sexist Bullying)
- Sexual Orientation (Homophobic or Biphobic Bullying)
- Trans Identity, Including Non-Binary Identity (Transphobic Bullying)
- Special Educational Needs (Sen), Additional Learning Needs (ALN), Additional Support Needs (ASN), Or Disability
- Appearance
- Related to Home or Other Personal Situation
- Related to Another Vulnerable Group of People

Principles

- All staff should be trained in noticing the signs of bullying.
- All staff should be trained in dealing with bullying and follow the school's procedures.
- All action taken should perpetuate the Trust ethos that bullying will not be tolerated.
- Anti-bullying education should take place annually.
- The process to report bullying should be clear, well publicised, and multi-faceted.
- The role of Governors, Headteachers and other school staff is clear.
- Each school should have an anti-bullying lead member of staff.
- The induction of all new staff should involve anti-bullying training.

The Headteacher is responsible for ensuring that all school staff, both teaching and non-teaching receive regular training on all aspects of the anti-bullying policy.

All schools will take responsibility for dealing with any form of bullying taking place in school and any that takes place out of school but has an impact within the school day. Any bullying or anti-social behaviour arising from outside of school or through social media should be referred to the Police by the parent in the first instance.

All schools will have their own procedures for reporting and dealing with bullying, agreed with their Local Governing Body. This policy and the school procedures will be available on each school's website and in hard copy by request.

Date of approval: Feb 2024

Review Arrangements, including Date of Review: Spring 2025