

Anti-Bullying Policy

Version Control				
Version	Date	Agent	Summary of changes	Review Date
1	July 2018	SLT	Initial Publication	July 2019
2	July 2019	SLT	Annual Review. No changes	August 2020
3	August 2020	SLT	Annual Review – No Changes	August 2021
4	August 2021	SLT	Annual Review – No Changes	August 2022
5	August 2022	SLT	-Peer on peer abuse forms - introduced. -Deputy head and Behaviour lead to be informed. -Deputy head of behaviour to be included in the exclusion process.	August 2023
6	March 2024	AFY	No updates	March 2025

Anti-Bullying Policy

MISSION STATEMENT (BULLYING)

Castles Futures are committed to creating and sustaining a safe, positive, and inclusive environment for all students, staff, and parents/carers. We believe that all students, staff, and parents/carers have the right to be protected from bullying and abusive behaviour.

WHO THE POLICY APPLIES TO

This policy was developed and is reviewed and monitored through consultation with the school's community and applies to all members of that community. Members of the School's community are:

- Students
- Teachers (both permanent and supply teachers, and specialist teachers e.g., for music, dance, and drama)
- Learning and Behaviour Mentors
- Administration Staff
- Parents/carers
- School Stakeholders
- Visitors

AIMS & OBJECTIVES

This policy aims to ensure that all those connected with our **Schools** are protected from bullying behaviour.

The ongoing and long-term aim of this policy is to reduce the number of students who experience bullying. Through increasing awareness of this behaviour, its causes and consequences in students, staff, parents, and carers who make up the school community, and to help students find and put into practice a series of solutions to the problem of bullying.

This policy also aims to ensure that individual cases of bullying are dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that all members of the school's communities know what they can expect from Castles Futures and what Castles Futures expects of them, regarding bullying.

WHAT IS BULLYING?

Bullying is when one or more people physically, emotionally, or psychologically hurt or cause harm to a person who is in a weaker position than him/her/them, and so is less able to defend himself/herself. Bullying usually happens over a period of time and consists of a series of different incidents.

Different types of bullying can include:

Physical – hitting, kicking, spitting, tripping someone up, stealing/damaging someone’s belongings, etc.

Verbal – name-calling, insulting a person’s family, threats of physical violence, spreading rumours, constantly putting a person down.

Emotional/psychological – excluding someone from a group, humiliation.

Racist – insulting language/gestures based on a person’s actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.

Sexual – sexually insulting language/gestures, name-calling, graffiti, and unwanted physical contact.

Homophobic – insulting language/gestures based on a person’s actual or perceived sexuality, name-calling, graffiti, homophobic violence.

Electronic – bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services) and hate websites.

Bullying is the abuse of power by one person over another. All types of behaviour listed above are unacceptable and will not be tolerated in any of our schools.

HARASSMENT

Although bullying is not a specific criminal offence in the UK, some types of harassment or threatening behaviour – or communications – could be criminal offences under the following Acts:

- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- The Communications Act 2003
- The Public Order Act 1986

HOW WE HANDLE BULLYING AT THIS SCHOOL

- If an incident of bullying is reported it will be taken seriously.
- Staff will work with the young person who is feeling bullied to help them feel safe and find responses to bullying that work.
- Staff will work with the young person or people who are bullying to change the bullying behaviour.

- Wherever possible, staff will work with the parents/carers of any student who is being bullied to support and encourage that student in finding solutions to the bullying.
- Wherever possible, staff will work with the parents/carers of any student who is bullying to support and encourage that student in finding alternatives to the bullying behaviour.
- Staff will try to involve staff from outside agencies (e.g. Connexions, the area Youth Offending Team, etc.) in supporting students who are experiencing bullying or who are bullying.
- Disciplinary Action. The following disciplinary steps may be taken:
 - official warnings to cease offending.
 - exclusion from certain areas of School premises
 - removal from lessons to work in isolation.
 - minor fixed-term exclusion, a decision taken by the Head of School and Deputy head of behaviour.
 - major fixed-term exclusion, a decision taken by the Executive Headteacher
 - permanent exclusion, a decision taken by the Executive Headteacher and Governing Body

Excluding students from a School is a last resort. If particularly serious victimisation, abuse and intimidation, or physical bullying against any other person belonging to the school community is reported, those students who carried out the bullying will have to be suspended from School activities while it is investigated, and solutions are sought. If the solutions have no effect, or if the bullying was so severe that it would be harmful to the rest of the school community to allow the suspended student to return to the school, he/she may have to be permanently excluded, in line with Local Education Authority guidelines and consultation with the Partner School.

STANDING UP TO BULLYING BEHAVIOUR

Our schools are committed to stopping bullying behaviour and to do this we need everybody's help. We have a "No Bystanders" approach.

Here are the things that every member of the school community can expect from the school and the things that are expected from each stakeholder:

All students:

- All of us find ourselves in vulnerable positions sometimes, e.g., when we start a new School/job/subject, if we are having problems at home, etc.
- As part of the school's community, you have a responsibility to help combat bullying by supporting other students when they are vulnerable.
- Don't gang up against another student in a vulnerable position; try to help him/her feel less vulnerable.

- Don't join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself. Do not ignore bullying and victimisation. Below is what to do if you know that another student is being bullied. Remember, this could be a friend that you know well, someone in one of your classes, or someone that you just see around the school and have never even spoken to. Bullying could be happening at the school, or on the way to and from School.
- Fill out a bullying report form or just write down the details about the bullying and pass to a member of staff.
- Tell a peer, who can advise you how to tell staff and support you in doing so or tell them for you if you are unable to do so.
- Find a quiet moment to speak to a member of staff.

After class can be a good time to approach teachers, Support staff or well-being. You can always pretend that you need help with some work if you are worried that other students might hear you ask the teacher for a private word.

When you let staff know about bullying you can expect what you say to be taken seriously and that action will be taken to stop the bullying behaviour. If you choose to tell a member of staff about bullying in person or if you write your name on a bullying report form before passing it onto staff. Staff will not name you when they investigate the bullying unless they are forced to because of Child Protection laws, but they will let you know that they have acted on your report.

If you are ever worried for your own or another student's physical safety **do not hesitate to tell a member of staff** so that they can take immediate action to keep the student safe.

Students who are being bullied:

If you are being bullied, you can expect that:

- You will be listened to and taken seriously.
- Action will be taken to help you to stop the bullying.
- You will be involved in the process of deciding what action to take to help stop the bullying and any worries that you may have will be listened to and respected.
- You will be given the opportunity to talk about the way that the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour. This means:
- Your teacher or member of staff in charge of the anti-bullying policy will be told about your situation so that they can help to support you.
- You will be given the chance to work with them to find strategies to deal with bullying and to talk about any feelings and worries that you may have.
- You will be offered the chance to talk with staff from other agencies as well where possible.
- Your teacher will ask to let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you, too.
- You will have regular meetings with staff (e.g., every week for a month, a half-term, or a term) to make sure that the action taken to stop the bullying is really working and that you are happy with how things are going.

If you are ever in fear for your physical safety, staff will take immediate action to keep you safe with the help of their colleagues at the school, parents/carers and outside agencies like the police and ambulance service if necessary.

Students who are bullying:

Bullying behaviour has no place at this School. If you are involved in bullying, you can expect that:

- Your behaviour **will** be challenged.
- You will be treated fairly.
- You will be given the opportunity to change your behaviour and encouraged and supported in doing so. This means:
- You will be expected to work with staff to look at the reasons that you have been bullying and to find and put into practice other ways of behaving.
- You will be offered the chance to work with staff from other agencies who can help you to stop bullying.
- You will have regular meetings with staff to review your behaviour (e.g. every week for a month, a half-term, or a term).
- If you don't work at changing your behaviour then staff will have to take more serious action, e.g., suspending you from School activities. At this point the school will have no choice but to involve your parent/carer.
- Our priority is to make Castles **Schools safe and positive places** for the whole community.

If you take part in a serious campaign of victimisation, abuse and intimidation, or episode of physical bullying against any other person belonging to the school community, you will be instantly suspended from coming to school whilst the behaviour is investigated, and you may well be excluded.

Staff:

- All staff can expect to be trained and supported in dealing with bullying.
- Promote an environment that is constructive and safe for all students through their own teaching practice and actions.
- Follow the procedures set out in this policy when they are dealing with bullying.
- Work in co-operation with colleagues, students, parents/carers, staff from other organisations in the local community to combat bullying.

Parents/carers:

All parents/carers can expect to be kept informed of the school's anti-bullying work throughout the school year.

Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

If your child feels they are being bullied, you can expect that:

- You and your child will be listened to **and believed**.
- Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
- Staff will do their best to address any concerns you may have.
- Wherever necessary, the school will put you in contact with outside that can help to support you and your child in addressing his/her experience of being bullied.

If your child is found to be bullying another student, you can expect that:

- You and your child will be listened to.
- Your child will be treated fairly.
- Your child will be expected to change his/her behaviour and supported and encouraged in doing so by staff.

Wherever necessary, the school will put you in contact with outside agencies that can help to support you and your child in addressing his/her bullying behaviour.

If you have any concerns that another child who attends the school (e.g., a friend of your child) may be experiencing bullying, please do not turn a blind eye but mention this to a member of staff.

MONITORING INCIDENTS

Incidents of bullying are recorded on a Peer-on-peer abuse form and sent to **Behaviour lead and Deputy head** for individuals records. All bullying behaviour will also be reported through the safeguarding portal and regularly monitored by the **Head of School** and the Safeguarding Lead to look for trends and patterns. This is reported to the **Executive Headteacher** and **Directors**. Patterns and trends will determine the level of intervention implemented through the curriculum or bespoke for individuals and will confirm the effectiveness of this policy.