



ANTI-BULLYING POLICY

SEPTEMBER 2023

Everyone at Endeavour Academy has the right to feel welcome, secure and happy and therefore more able to achieve their maximum potential. Bullying of any sort creates barriers to learning and prevents equality of opportunity. It is everyone's responsibility to be watchful and prevent bullying from taking place. This policy contains guidelines to support that ethos.

Where bullying exists, the victims must feel confident to take advantage of the anti-bullying systems within Endeavour Academy to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for victims of bullying and help build an anti-bullying ethos. The social, emotional and mental health needs of students at Endeavour Academy need to always be considered when identifying bullying.

Bullying is deliberately hurtful behaviour that is repeated over a period of time, involves a power imbalance, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence (sexual or physical), isolation, ridicule or rumour and indirect actions such as spreading unpleasant stories about someone in person or via social media, publicly humiliating and undermining, harassment (including sexual) and isolating the person from their peers/colleagues. There are some forms of bullying that are illegal and should be reported to the police. These include:

- Violence/assault
- Theft
- Repeated harassment or intimidation
- Hate crimes

There are also certain types of bullying that are known as protected characteristics where it is against the law to discriminate against anyone because of the following:

- Age
- Being or becoming a transgender person
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Have a recognised disability
- Race, including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion or belief
- Sex
- Sexual orientation

Our Academy works hard to ensure that all students know the difference between bullying and simply 'falling out.' We acknowledge that staff are not exempt from bullying which can occur in the workplace and is treated as serious and unacceptable in line with the firm messages circulated across the schools and services.

Prevention is better than cure so at Endeavour Academy we are vigilant for signs of bullying and always take reports of incidents seriously with all alleged victims being taken seriously, being supported and kept safe. We use the curriculum whenever possible to reinforce our ethos of support for each other and team work and help students to develop strategies to combat bullying-type behaviour.

Students are told to report incidents of bullying to an adult within the Academy and that when another student tells them that they are bullied or if they see bullying taking place, it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying are investigated and taken seriously by staff members and students are encouraged not to feel ashamed or embarrassed for making a disclosure. Even when a disclosure of bullying is deemed potentially a legal matter, the process to manage a

disclosure as outlined in our Safeguarding Policy is followed. In such cases matters are responded to, including how the matter is recorded in accordance with our Safeguarding Policy.

A record is encouraged to be kept of incidents and may also be written by an older student, if appropriate. The recording of individual incidents will follow the standard Incident Reporting process. The relevant member of staff for each area is responsible for managing this process and is required to give a copy of the report and action taken to the Head of School. All formal incidents of bullying must be logged in CPOMs in order to ensure effective monitoring of such occurrences and to facilitate co-ordinated action. All proven incidences of bullying must also be reported to the Head of School who will report these matters to the DCEO and Board of Governors in regular Head Teachers reports. If bullying includes racist abuse, then it will be reported to the Head of School and recorded as such.

Upon discovery of an incident of bullying, we discuss the appropriate issues to the incident with the children at a level suited to their age and of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each student must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring. We will always try to create a safe space environment where the child can feel reassured and their voice heard.

A restorative approach is applied if more than one student is involved in bullying another. Within our school we have a number of trained Restorative Justice Facilitators who can work at various levels. Daily debrief is an effective way of sharing information and provide a forum for discussing important issues. Tutor Time, PSE/RSE lessons and assemblies can also provide a forum for bullying to be discussed and issues such as equal rights, relationships, justice and acceptable behaviour.

Victims who are worried about openly discussing an incident when the aggressors are present (e.g., taunting during a lesson) can be encouraged to go to the staff member in charge with a piece of work, using this as a reason to speak to that staff member. Victims need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying. Setting up a buddy system, or peer counselling, possibly with students who already hold a position of responsibility or who are held in high esteem by their peers can also be beneficial.

The parents/carers of the child who is participating in bullying behaviour and their victims, are informed of an incident and the action that has been taken. They are asked to support strategies proposed to tackle the problem and keep our pupils safe. The child and parent/carer are also reminded of the possible consequences of persistent bullying and the sanctions for repeated incidents will be clearly explained to him/her as outlined in our Behaviour Policy 2022. This may include but not limited to; fixed term exclusion, internal exclusion, referral to external agencies (e.g. children's social care), personal support plan, and schools' police liaison. A monitoring tool may be used, usually incorporating a reward for achieving desired behaviours and students may require an Enhanced Risk Assessment as both the victim and bully.

Parents/carers are reminded regularly through literature and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from staff or from their parents/carers, will never help a problem to be solved and will prolong the period a victim has to suffer.

This policy also recognises that staff members may also from time to time experience bullying or feelings of being isolated by their peers. Endeavour Academy does not tolerate bullying of staff and will deal with issues raised very seriously through:

1. Documenting incidents
2. Investigating complaints by staff
3. Facilitating mediation / restorative meetings and discussions (1:1)
4. Following HR processes to ensure that a strong message is given out to staff that bullying is not tolerated at any level in the organisation.

Endeavour Academy does not tolerate any form of bullying and will take appropriate action to confront and challenge bullying, protecting all members of its community and providing an environment where victims of bullying can grow and thrive.

There are lots of organisations that provide support and advice for pupils, parents and carers, if you are worried about bullying:

- Anti-Bullying Alliance
- Bullying UK
- Childline
- The Diana Award
- Internet Matters
- Kidscape
- The UK Safer Internet Centre
- UK Council for Child Internet Safety (UKCCIS)



REVISION HISTORY

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