



<b>POLICY</b>	<b>UET Anti-Bullying Policy 2023/24</b>
<b>STATUS/DATE OF THIS VERSION</b>	<b>2023/24</b>
<b>APPROVED BY</b>	<b>Board of Trustees</b>
<b>RATIFIED BY</b>	<b>Board of Trustees January 2024</b>
<b>REVIEW</b>	<b>January 2025</b>

This policy is operated by all the schools in Unity Education Trust (as listed below).  
**There may be sections that are specific to one school and these will be added by the school either as an annex or in place of yellow highlighted sections below.**

**TO BE READ IN CONJUNCTION WITH OUR UET BEHAVIOUR PRINCIPLES AND OUR SCHOOL BEHAVIOUR & ATTITUDES POLICY**

**Any queries about the policy should be directed, in the first instance, to the Headteacher/Head of School:**

- **Beeston Primary School**
- **Garvestone Primary School**
- **Grove House Infant and Nursery School**
- **King's Park Infant School**
- **Northgate High School and Dereham Sixth Form College**
- **The Pinetree School**
- **UET Pathfinder Douglas Bader Academy**
- **UET Compass Academy**
- **Churchill Park Academy**

- **Greyfriars Academy**
- **Highgate Infant School**
- **King's Oak Infant School**
- **Wimbotsham and Stow Academy**
- **Magdalen Academy**
- **St German's Academy**
- **Great Dunham Primary School**

## **Statement of intent**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

## **Why do we need an Anti-Bullying Policy?**

Persistent bullying can severely inhibit a child's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life.

This school wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.

Our stated commitment as a school within the UET family of schools, is that when a pupil or parent or carer speaks out about bullying:

- They will be listened to
- Their concerns will be taken seriously
- The matters will be investigated
- Together we will find a way to tackle it
- Someone will be there to help and support

## **What is Bullying?**

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying can take many forms including:

- **Physical** bullying which can include kicking, hitting, pushing and taking away belongings;
- **Verbal** bullying which includes name calling, mocking and making offensive comments;
- **Emotional** bullying which includes isolating an individual or spreading rumours about them;
- **Cyber-bullying** where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
- **Racist** bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- **Sexual** bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- **Homophobic and biphobic** bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- **Transphobic** bullying occurs when bullying is motivated by a prejudice against people who identify as trans
- **Disablist** bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- **Sexist** bullying occurs when bullying is motivated by a prejudice against someone because of their gender

With the advance in new technologies, school is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately.

### **Some warning signs that a student is being bullied**

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell. Wanting to visit the nurse regularly. Reluctance to come to school.
- Clothes/bags torn or damaged.
- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful. Unhappiness.
- Loss of appetite. Not sleeping. Loss of weight
- Seen alone a lot
- Not very talkative

## Some reasons why people bully

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home.
- Learned behaviour (They too have been bullied)

## How to get help

Who can pupils talk to if they have any concerns about bullying?

- **All school staff** - the likelihood is that a pupil will disclose to a school adult they feel most comfortable with

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrongdoing and need to change
- Informing parents/carers to help change the attitude of the pupil

## Recording of Bullying

- All incidents of bullying behaviour must be recorded.
- All incidents are recorded according to type and these are recorded on CPOMS (our online recording system) so that we can monitor the individual incidents, but also monitor incidents across the school.
- We also record prejudiced based incidents using the same system but record them differently so that we can report on two separate data sets.

## **Responding to Bullying**

Responses will vary depending on the nature of the incident, but may include:

- Check in time with an identified adult
- Counselling
- Diary
- Involvement of external agencies
- Monitoring by the Leadership Team
- Peer support/peer mentoring
- Use of Behaviour Agreement Contract
- Liaison with parents/guardian/social worker
- Internal exclusion
- Fixed term exclusion
- Permanent exclusion

## **Anti-Bullying Procedures**

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly

## **Staff Responsibilities**

- To read and understand the policy and their responsibilities
- To implement procedures to confront bullying in any form
- To teach children to stand up themselves and each other (be an upstander) and not stand by (be a bystander)
- To support and enable pupils to resolve friendship problems and low-level behaviour without adult intervention
- To investigate incidents promptly and as fully as possible
- To listen to all parties involved in incidents
- To take appropriate action or to refer to the Leadership Team as appropriate
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for a member of staff

- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To record the incident on CPOMS
- To record as a Prejudiced Related Incident if appropriate
- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate
- To model the values our school believes in from our intent statement

### **Anti Bullying Strategies**

- Regular promotion of anti-bullying in assemblies.
- A duty rota for staff so they patrol key areas before school, break, lunchtime and after school
- Annual questionnaires to research student views on how safe they feel in school
- Anti-bullying training for all staff
- PSHE lessons on anti-bullying
- Strong teacher-student relationships so students feel comfortable in reporting any issues
- Information talks from the School Police Liaison Officer
- CEOP training for staff (Child exploitation online protection)
- Information leaflet for students and parents about E-Safety
- Signposting displays – Childline / CEOP numbers available

### **Anti-bullying advice for pupils**

All pupils have a role to play to intervene to support their peers (if it is safe to do so) and to report bullying:

- Above all always tell someone. Alert an adult in school to any concerns
- Talk to your friends about the situation
- Adults will usually need to intervene to stop bullying behaviour
- All of us have a responsibility to avoid encouraging or inciting bullying behaviour and to not stand by and let someone else be harmed.
- Pupils (if you have been bullied) If you feel able to and it is safe to do so, ask the child showing bullying behaviour to stop, ignore it, say no and walk away
- Try not show you are upset or angry, but remember this is not your fault
- Tell a friend what is happening and ask for their support to inform an adult
- Tell a trusted adult in or out of school (ask a friend to go with you if it helps)
- Do not delete evidence of online bullying as it can be used as evidence

- It is possible the situation will take time to resolve, but unless you tell someone, we cannot help you — and we can make sure you are safe

### **Anti-bullying advice to Parents / Carers**

- Parent/ carers must inform us if they think their child or another child is being bullied, or is a bully, **DON'T STAY SILENT**
- A great deal of bullying is **CYBER-BULLYING**. Please regularly monitor your child's use of texting, Facebook, Twitter and other social media sites. Access to these is out of the school's control when your child is not in school
- **TALK** to your child on a regular basis, so any problem is easier to share
- **LISTEN** to what they say
- **ENCOURAGE** your child to feel good about themselves, realising that we are all different and equally important
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve
- **ALWAYS** remember that children can't solve bullying on their own. They **NEED** the support of parents/carers and our school

**REMEMBER – IT IS NOT YOUR CHILD'S FAULT**

### **Headteacher Responsibilities**

Reports of bullying and prejudiced based incidents will be made by the Head teacher / Senior Teacher to the governing body, with all racist incidents reported to Norfolk County Council as part of their data collection and analysis across the county's schools.

### **Monitoring and Evaluation**

This document will be monitored and evaluated regularly and updated to take account of new Government and local guidance, and the views of the whole school community.

If a parent or carer thinks the school has not resolved a complaint effectively then they should follow the school's complaint policy. This can be found on the school website.

