

ANTI-BULLYING POLICY

Next Review Date: March 2026

Anti-Bullying Vision

We want all staff, students, parents and carers at TDA to contribute to a school community in which everyone feels safe. Bullying or harassment of any kind is unacceptable at our school. If bullying does occur, it is important that all students and staff feel able to report it in the knowledge that incidents will be dealt with promptly and effectively and in a way that minimizes the risk of the bullying incident reoccurring. A commitment to bullying prevention will be integral to both policy and curriculum wherever possible. At TDA we adopt a “Call It Out” culture which means that anyone who knows that bullying of any form is happening, either to themselves or to anyone else, should use one of the channels detailed in this policy.

1. The Nature of Bullying

- 1.1 Bullying is considered to be behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.
- 1.2 Anyone is a potential target of bullying.
- 1.3 Bullying can take place for a variety of reasons including, but not limited to, the protected characteristics (under the Equality Act 2010). Vulnerable groups include:
 - race
 - religion, belief and culture
 - SEN or disabilities
 - appearance or health conditions
 - sexual orientation
 - being a young carer or looked-after child
 - sex
 - staff who are bullied by students, parents and other staff
 - students who are more able in one or more curriculum area
 - age
 - gender reassignment
 - gypsy, Roma and traveller community
 - marriage or civil partnership
 - pregnancy and maternity
- 1.4 Bullying may be verbal, physical, emotional or cyberbullying, including:
 - VERBAL: name calling, sarcastic remarks, spreading rumours, racist or homophobic language
 - PHYSICAL: pushing, kicking, hitting, any form of violence, spitting, vandalising belongings/property, taking property, hiding belongings
 - EMOTIONAL: tormenting, threatening, ridiculing, humiliating, isolating, mimicking, mocking
 - CYBERBULLYING: unpleasant or negative messages/emails/social media posts

2. Leadership Responsibilities to Prevent Bullying

- 2.1 In working towards the eradication of bullying The Dean Academy Governors will:

- produce an annual profile
- have a race equality policy
- have a disability equality scheme
- establish procedures for dealing with complaints
- safeguard and promote the welfare of all students and staff

2.2 The headteacher of the school will:

- determine the rewards, sanctions, and behaviour management to be used to tackle bullying
- develop an anti-bullying policy which will include measures to encourage good behaviour and prevention of bullying
- publicise the policy amongst parents and students
- ensure the maintenance of good order and discipline

2.3 All teachers will

- apply the rewards and sanctions set out in the anti-bullying policy
- follow school and faculty policy to prevent bullying
- be alert to the potential for bullying and identify it where possible
- take every care to protect the confidentiality of those reporting bullying incidents

3. Preventative Action

- 3.1 Students social and emotional skills will be developed through Personal Development/Values lessons, assemblies, external guests/speakers and the pastoral intervention programmes amongst other strategies.
- 3.2 Opportunities created as a part of the curriculum will be used to raise awareness of students to bullying. They will be encouraged to consider the feelings and needs of the bullied and the bully. These opportunities will be created explicitly through the tutorial programme in Key Stages 3 and Key Stage 4.
- 3.3 Where appropriate, education of students will include case studies of bullied students and of bullies, possibly involving individuals who wish to share their experiences.
- 3.4 Students will be given the opportunity to develop their own version of the Bullying Policy, so that it is accessible to young people throughout the school. This version of the policy will be promoted throughout the school.
- 3.5 Tutor and teaching groups will be encouraged to contribute to class expectations, including those against bullying.
- 3.6 Staff, students, parents and carers will be given the opportunity to voice how they feel the school addresses bullying
- 3.7 It will be made clear, both implicitly and explicitly, that bullying is an unacceptable form of behaviour which will not be tolerated in the school under any circumstances.
- 3.8 All staff will show, by example, positive ways of communicating with others.
- 3.9 Staff will be alert to the possibility that certain areas of the school and certain times are particular problems and, if identifying an issue, will alert senior staff, who will make appropriate arrangements for additional supervision.
- 3.10 Staff on duty at break, lunch and after school will maintain a high profile in and around the school, as far as is possible. Attention will be paid to isolated areas.
- 3.11 The school policy on bullying will be communicated to all school staff, students, parents and other appropriate members of the community, and their help sought in preventing

bullying.

- 3.12 Staff of the school will be given appropriate guidance and regular training to ensure that they have the skills to tackle bullying behaviour.

4. Identifying Bullying

- 4.1 Every effort will be made to ensure that incidents of bullying are identified and dealt with at an early stage.
- 4.2 All reports of bullying will be taken seriously and the situation investigated thoroughly.
- 4.3 Students will be encouraged to report cases of bullying of themselves or others to a member of teaching staff or Student Services. When they do so, every effort will be made to protect their confidence as far as possible.
- 4.4 Students may report an incident of bullying verbally or in writing, using the school's reporting forms. Students may also report incidents with the support of their parents and carers.
- 4.5 Teachers and non-teaching staff will be aware of the school's policy on bullying and their responsibilities should an incident be reported to them.
- 4.6 Information from students about bullying incidents will be shared on a 'need to know' basis.
- 4.7 Staff should be alert to behaviour which may suggest bullying is taking place and will follow up any such indications to find out if a problem exists.
- 4.8 Parents who feel that their child is being bullied will be encouraged to discuss the matter with a tutor, Student Services or Head of Year.
- 4.9 Information will be provided on the school website for parents to learn more about the effects of bullying on young people and strategies for avoiding or combating bullying.

5. Cyberbullying

- 5.1 Cyberbullying is considered by the school to be equally unacceptable as all other forms of bullying.
- 5.2 The school's Acceptable Use Policy and Mobile Phone Policy will outline the rules and responsibilities of use and sanctions for misuse of technologies in school.
- 5.3 All students will be taught the importance of responsible use of technologies in Computing lessons when they join the school and this will be reinforced regularly during their time in the school.
- 5.4 SWGfL will be used to filter inappropriate websites, which might be used with the intention of bullying other students.
- 5.5 Any member of staff who discovers or has reported to them cyberbullying whilst on school premises or other offensive material on online environments will report the discovery of offensive or upsetting material to Student Services or the Assistant Head responsible for behaviour management.

- 5.6 Steps will be taken to remove immediately any offensive material posted on the school's website. Removal of material will involve the school IT support staff in case it is later required by a third party for investigation.
- 5.7 Incidents of cyberbullying will be logged in the same way as other forms of bullying, with the addition of the type of technology used in the incident.
- 5.8 Students involved in cyberbullying will be subject to the same sanctions as those applied for any bullying incident.
- 5.9 Data collected on cyberbullying will be used to monitor the effectiveness of the school's prevention activities.
- 5.10 Where possible, opportunities will be sought to offer education to parents and carers on how to prevent students from becoming either the victim or perpetrator of cyberbullying.

6. Bullying outside school premises

- 6.1 For incidences of bullying that occur outside of school time (such as on school or public transport, outside the local shops, or in a town or village centre), students are encouraged to report to the school. The school will then inform all parents/carers concerned and do what they can to provide support to the bullied student and reach a point that the bullying ceases. Students may be disciplined for misbehaving outside the school premises "to such an extent as is reasonable".
- 6.2 The headteacher will consider whether it is appropriate to notify the police or anti-social behaviour coordinator of the action taken against a student. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will be informed.
- 6.3 In all cases of misbehaviour or bullying, staff can only discipline the student on school premises or elsewhere when the student is under the lawful control of the staff member.
- 6.4 If cyber-bullying has taken place outside school, parents and students will be advised to keep the evidence and parents will be advised to consider placing the matter in the hands of the police. Students will also be advised to report all abuse on social networking sites to the site management. This will be recorded on safeguarding logs as appropriate.

7. Working with the wider community

- 7.1 The school will work with the wider community such as the police, children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed.

8. The Bullied Student

- 8.1 Encouragement will be given to students to report to staff incidents in which they are bullied and they will be supported to ensure that they are not victimised for doing so. Targeting of students who report bullying incidents will be treated as a serious disciplinary matter.
- 8.2 Bullied students will be treated with respect and their concerns taken seriously. Every effort will be made to ensure that the student does not have undue attention placed upon

them in front of other students, wherever possible.

- 8.3 Where appropriate, bullied students will be helped to develop strategies to avoid being victimised.
- 8.4 Support, counselling or intervention programmes will be offered to students for whom this is thought appropriate. This may be through peer mentors, pastoral staff, teachers or external agencies, as is considered appropriate by student, parents and the school.
- 8.5 Formal and informal opportunities will be made to check on students who have been bullied to ensure that their situations have been dealt with effectively.
- 8.6 Staff will make parents aware of incidents involving their child, which the school considers to be bullying. Parents of both parties will be contacted. Parents should be aware that because of the need to thoroughly investigate incidents, there may be a time lag between an incident being reported and contact being made with parents.
- 8.7 Parents of a child who has been persistently bullied will be invited into the school to discuss the matter with a Head of Year or another senior member of staff.
- 8.8 There will be a follow-up discussion with a bullied child, including the parents if appropriate. At this discussion, each party will have the opportunity to give feedback and an update on the situation.
- 8.9 Restorative conversations will be offered, facilitated by an appropriate member of staff.

9. The Bullying Student

- 9.1 In the first instance, staff will work with the student who has bullied to endeavour to change the self-image, attitudes and behaviour which have resulted in bullying. The co-operation of parents may be sought in this. As part of this process, the bullying student will be made aware of the seriousness of their actions and the possible consequences. Sanctions will be applied as deemed appropriate.
- 9.2 Parents of a child involved in a bullying incident will be informed as soon as possible and made aware of the nature of the incident and of their participation in the intervention programme.
- 9.3 Where necessary, further support will be offered to students who have problems which lead them to bully others. Those involved may be Student Services staff, Head of Year, SLT, School Counsellor or external agencies as considered appropriate by student, parents and the school.
- 9.4 Following the standard, supportive interventions, more serious sanctions will be taken against students who have been involved in perpetually physically or mentally bullying other students.
- 9.5 Parents will be informed following further instances of bullying by their son or daughter and, where appropriate, a meeting with parents will be arranged to discuss ways of preventing further incidents of bullying.
- 9.6 If, following the school's best efforts, students find that they are unable to modify their behaviour and stop bullying, the sanction of exclusion from school may have to be applied. At this stage the school will continue to provide intervention and support as considered necessary.
- 9.7 Alternative provision or permanent exclusion for a student are the final sanctions which may be applied following persistent bullying by that student.

9.8 In the case of very severe incidences of bullying, immediate severe sanctions may be imposed.

10. Students with Special Educational Needs

10.1 Staff dealing with a bullying incident will seek to determine whether any student involved has special educational needs which may affect their capacity to deal with the situation.

10.2 Advice and support will be sought from the Learning Support Faculty when dealing with students with special educational needs who have been involved in a bullying incident.

10.3 Appropriate steps will be taken to ensure that students with special needs are given the support needed to deal with the situation.

10.4 A student who needs a supporter to deal with the process will be provided with an appropriate person.

10.5 Students will be given the time they need to be able to communicate the issues and their feelings.

10.6 Alternative methods of communication will be available to students where appropriate e.g. scribe, computer.

10.7 Throughout the process, staff dealing with the matter will ensure that the student feels that they have been understood.

11. Recording Incidents of Bullying

11.1 All reported incidents of bullying will be recorded on Class Charts.

11.2 Numbers of bullying incidents will be reported to SLT and LGB on a regular basis.

11.3 The Student Services Team will work with SLT to identify patterns of bullying behaviour, to plan preventative work and to ensure that strategies for dealing with bullying are effective.

12. Bullying in the Workplace

12.1 Staff complaints of bullying will be dealt with according to the Dignity at Work Policy.

13 Bullying of adults or by adults.

13.1 Any allegation made of bullying of a student by a member of staff must be referred immediately to the Headteacher who will investigate thoroughly. If a parent raises the issue in a conversation with any member of staff, the member of staff must stop the conversation and explain that it has to be referred to the Headteacher; no discussion regarding the allegation can take place.

13.2 The Dean Academy's Anti-Bullying Policy applies to everyone. Bullying of colleagues will not be tolerated. Staff must model positive behaviour to students. Any allegations of bullying by staff of staff will be investigated by the Headteacher. If the Headteacher is accused of bullying, the Chair of Governors will investigate.

14 Bullying of adults by students

14.1 Any allegation of bullying of a member of staff by students must be referred immediately to the Headteacher who will investigate thoroughly.

15 Related Policy

Behaviour and Exclusion Policy.