

Student Anti-Bullying Policy

Embleton View

It is recommended that Services read this guidance and share content as appropriate with staff and parents/carers:

- <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

This policy is based on DfE guidance “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies” and supporting documents “Cyberbullying: advice for headteachers and School staff”, “Advice for parents and carers on cyberbullying” November 2014. It also considers the DfE statutory guidance, “Keeping Children Safe in Education” 2023.

Policy objectives:

- This policy outlines what Embleton View will do to prevent and tackle all forms of bullying.
- The policy has been drawn up through the involvement of the whole School community and we are committed to developing an anti-bullying culture where no bullying of adults, children or young people will be tolerated.

Embleton View:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all members of staff to promote positive relationships to prevent bullying.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and that students abide by the anti-bullying policy.
- Requires all members of the community to work with the School to uphold the anti-bullying policy.
- Reports back to parents/carers regarding concerns on bullying and deals promptly with complaints.
- Seeks to learn from good anti-bullying practice elsewhere
- Utilises support from the Local Authorities and other relevant organisations when appropriate.

Definition of bullying

- Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include: child on child abuse, name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites, social media sites and apps, and sending offensive or degrading imagery by mobile phone or via the internet.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology, known as online or cyberbullying.

Signs and Symptoms: A child may indicate by signs or behaviour that she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- doesn't want to go on the school/public bus or begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic) or begins to truant

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- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone or is nervous & jumpy when a cyber message is received
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully) or has dinner or other monies continually "lost"
- is bullying other children or siblings
- stops eating
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. Children are encouraged to share their concerns with the adults responsible for them. Staff will consult with the Headteacher or other senior leader knowing that their response will be sympathetic and appropriate.

Preventing, identifying and responding to bullying

Embleton View will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- Provide a range of approaches for students, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays and peer support.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff and support staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the Services attention which involves or effects students even when they are not on school premises, for example when using school transport or online etc.
- Actively create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.

The Role and Involvement of Students: If any student is being bullied or someone who is being bullied is identified, they should report what is happening to someone else. If they feel uncertain about taking this step they may want to talk first informally to their parents, their class teacher or any member of staff, a senior student or the Headteacher. All of these people will be happy to listen and help.

Reporting a bully does NOT count as 'telling tales'.

Bullying can only be stopped if someone is told.

Everyone has an important duty to help stop bullying, even as a bystander.

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What Should the Students Tell an Adult?

- Who has been bullying you? How many times has this happened to you?
- Has anyone else been bullied by the same person?
- How long has this been going on?
- Has anyone seen this happen? If so, who?
- Have you told anyone else about this before? Was anything done about it?
- Have you done anything unhelpful that has not helped the situation?

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying
- Ensure that all students know how to express worries and anxieties about bullying
- Ensure that all students are aware of the range of consequences which may be applied against those engaging in bullying
- Involve students in anti-bullying campaigns in school and embedded messages in the wider school curriculum
- Publicise the details of help lines and websites
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have

Bullying – Child Protection Related Issues: A bullying incident is treated as a child protection concern when there is reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm. In such cases the school reports its concerns to the Darlington Initial Advice Team on 01325 406252 during office hours or the out-of-hours Duty Team (evenings and weekends) on 01642 524552. Any kind of bullying is unacceptable.

The Role of the Headteacher: The Headteacher supports the staff in minimising bullying in our school. All incidents of bullying are taken very seriously and dealt with appropriately. The Headteacher monitors bullying and reviews the school policy regularly. The Headteacher keeps records as required. The Headteacher implements the school anti-bullying strategy and ensures that staff are aware of the policy and know how to deal with bullying. The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable. The Headteacher ensures that staff receive sufficient training to deal with bullying. The Headteacher sets the school climate of mutual support and praise for success. When children feel they are important and belong to a friendly and welcoming school, bullying is less likely.

Upskirting: In 2019 the Voyeurism Offences Act came into force and made the practice of upskirting illegal. Although we do not permit students to have mobile phones at school, and only digital cameras with express permission, we must ensure we are alert to the possibility that this could happen here. Upskirting is defined as someone taking a picture under another person's clothing without their knowledge, with the intention of viewing their genitals or buttocks, with or without underwear. The intent of upskirting is to gain sexual gratification or to cause the victim humiliation, distress or alarm. These are forms of bullying. If this is between students, we will follow the child-on-child abuse procedure. If staff in the school are made aware that upskirting has occurred, then this will be treated as a sexual offence and reported accordingly. It is a safeguarding concern and must be reported to the DSL immediately. There are behaviours that would be considered as sexual harassment which may be precursors to upskirting. The use of reflective surfaces or mirrors to view underwear or genitals will not be tolerated and the school will respond to these with appropriate disciplinary action and education.

Students who place themselves in positions that could allow them to view underwear, genitals or buttocks, will be moved and given appropriate guidance about their behaviour. Parents may be informed. Repeat offenders will be disciplined. These locations could include stairwells, under upper floor walkways, outside changing areas and toilets or sitting on the floor or laying down in corridors. If technology that is designed for covert placement and could be used to take upskirting or indecent images is discovered in the school, it will be confiscated. If the technology is in location and potentially may have captured images, this will be reported to the police and left in situ so that appropriate forensic measures can be taken to gather evidence. Any confiscated technology will be passed to the Headteacher to make a decision about what happens to the items and will be carried out under the principles set out in the government guidance on searching, screening and confiscation. If the image is taken on a mobile phone, the phone will be confiscated under the same principles. This may need to be passed to the police for them to investigate, if there is evidence that a crime has been committed.

Liaison with parents and carers

We will:

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- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents/carers and the local community to address issues beyond the school that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for students, both on and offline.

Links to legislation

There are a number of pieces of legislation which set out measures and actions for services in response to bullying as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990
- Keeping Children Safe in Education 2023

Responsibilities

It is the responsibility of:

- The Proprietors and Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- The Headteacher to take a lead role in monitoring and reviewing this policy.
- All staff to be aware of this policy and implement it accordingly.
- Staff to support and uphold the policy.
- Parents/carers to support their children and work in partnership with the Service.
- Students to abide by the policy.

The named Director with lead responsibility for this policy is: Graeme Turner

The named member of staff with lead responsibility for this policy is: Gary Robinson

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for Services” November 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- National Bullying Helpline: www.nationalbullyinghelpline.co.uk

Cyberbullying

Cyberbullying (or online bullying) is bullying using technologies, particularly over the internet or via mobile and gaming networks
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(ChildNet). Cyber-bullying is a different form of bullying that can happen 24/7, with a potentially bigger audience, and more accessories as people forward on content at a click. Wider search powers included in the 2011 Education Act give schools stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

Examples of cyber-bullying include:

- Text message bullying – sending unwelcome texts that are threatening or cause discomfort.
- Picture/video clip bullying via mobile phone cameras or webcam, including upskirting and including sending or posting messages or images of the victim without their explicit consent.
- Phone call bullying – can include silent calls or abusive messages. Sometimes the bullied person’s phone is stolen and used to harass others, who then think the phone owner is responsible.
- Email bullying – sending bullying or threatening messages, often using someone else’s name to pin the blame on them.
- Chat room bullying – involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- Bullying through instant messaging (IM) – where children and young people are sent unpleasant messages as they conduct real-time conversations on line.
- Bullying via social networking websites – includes the insulting blogs, personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyber-bullying (Facebook, Instagram, Twitter, Snapchat, etc.).
- Sexting (also called youth-generated sexual imagery) – young people (under 18) who share sexual imagery of themselves, or peers, are breaking the law. There is, unfortunately, scope for this fact to be exploited as bullying.

Cyberbullying differs from “ordinary” bullying and can have a far greater impact because of a number of factors including:

- invasion of personal space – the victim can never escape it;
- the potential anonymity of the bully;
- The ability to broadcast upsetting messages and images rapidly to a potentially huge audience and to continue to do so repeatedly over a long period of time;
- Other students, who may not normally become involved in bullying behaviour, may be drawn in unwittingly by, for example, forwarding or circulating an image or message.

Artificial Intelligence (AI): Our school recognises that generative artificial intelligence (AI) tools, such as Google Bard and ChatGPT, have many uses. These include enhancing teaching and learning, and helping to protect and safeguard students. However, it is crucial that we are aware of the risks carried by AI; for example facilitating abuse in the form of bullying or grooming, and exposing students to harmful content. This could be in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real. It is important that all staff are aware of the risks posed by AI tools, and that risk assessments are carried out for all new AI tools used by our school. Any use of AI to access harmful content or bully students will be treated in line with this policy.

We will offer parents information sessions on the dangers of cyber-bullying and on-line child protection issues at regular intervals. We also have a duty to deliver age-appropriate guidance and information on cyber-bullying to all of our students. Further information can be found in Embleton View’s Online Safety Policy.

Responding to Cyber-Bullying: If the school were to find that a member of the school community was involved in cyberbullying, our approach would follow the same procedures as the other types of bullying identified, including our child protection procedures where appropriate. This may include working with the police in serious cases.

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- National Bullying Helpline: www.nationalbullyinghelpline.co.uk

Prejudice-Based Bullying (because of a protected characteristic): This is defined in Preventing and Tackling Bullying (July 2017) as bullying related to an individual or group on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated

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by actual differences between children, or perceived differences. Any bullying on the basis of protected characteristics is taken particularly seriously.

LGBT

- EACH: www.eachaction.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>.

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

Dealing with Bullying Incidents

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear and precise account of the incident will be recorded and given to the Headteacher and/or designated safeguarding lead.
- The Headteacher / designated safeguarding lead will interview all parties involved and will record the incident in accordance with school procedures.
- Learning & Development Coordinators, Learning Coaches and other relevant members of staff will be kept informed as appropriate.
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the provider and the police, if necessary.
- If content posted online is offensive or inappropriate, and the person or people responsible are known, then the school will ensure that they understand why the material is unacceptable or offensive and will request that they remove it.
- If a criminal offence has been committed, then the police may need to be involved to enable the provider to look into the data of another user or to respond to credible threats of harm.
- Where the bullying takes place outside of the school site (including cyberbullying) then the school will ensure that the concern is investigated, and that appropriate action is taken in accordance with the school Behaviour Management policy.
- Parents/carers of all children involved will be kept informed.
- Consequences will be used as appropriate and in consultation with all parties concerned.
- If necessary and appropriate, the police (if a criminal offence has been committed) or other local services (including children's social care where a child is felt to be at risk of significant harm) will be consulted or involved.

Supporting Students

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Reassuring the student and providing continuous support.
- Restoring self-esteem and confidence.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

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Students who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the student.
- Providing appropriate education and support.
- If online, requesting that content be removed and reporting accounts/content to the service provider.
- Sanctioning in line with school Behaviour Management policy. This may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), fixed-term and/or permanent exclusions.
- Speaking with police or local services.

Legal Status

- Complies with Part 3, paragraph 10 of The Education (Independent School Standards) (England) Regulations 2014 in force from 5th January 2015
- Prepared with reference to: Advice for parents and carers on cyberbullying (DfE- November 2014), Cyberbullying: Advice for headteachers and school staff (DfE- November 2014), Preventing and tackling bullying: Advice for headteachers, staff and governing bodies (DfE- October 2014) and School support for children and young people who are bullied (DfE- March 2014)
- Has regard to the Equality Act 2010 and the Public Sector Equality Duty

Applies to:

- The whole school and all other activities provided by the school, inclusive of those outside of the normal school hours
- All staff (teaching, support and admin staff), students on placement, the Proprietors, agency staff and volunteers working in the school.
- Visitors and contractors accessing the site.

Availability




- This policy is made available to parents, staff and students as a hardcopy upon request from the school office.

Monitoring and Review:

This policy will be subject to continuous monitoring, refinement and audit by the Headteacher. The Headteacher and/or the Proprietors and/or a suitably appointed delegate will undertake a formal review of the policy, by no later than two years from the date shown below, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

Related Documents:

- Child Protection and Safeguarding Policy
- Online Safety Policy
- Behaviour Management Policy
- Complaints Policy
- Whistleblowing Policy
- Computing Policy

		
Graeme Turner (Proprietor)	Anna Turner (Proprietor)	Craig Bell (Proprietor)
Date: 02/08/17	Date: 02/08/17	Date: 02/08/17
Reviewed: 02/09/18 Reviewed: 05/08/19 Reviewed: 14/08/20 Reviewed: 22/08/2021		Reviewed: 02/09/18

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Reviewed: 13/05/2022 Reviewed: 09/08/2023 Reviewed: 29/08/2024		
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