

Anti-Bullying Policy

Policy Owner: Director of Inclusion

Approved by: Trust Board

Last reviewed: December 2020

Next review due by: December 2022

Due to the evolving nature of Inspiration Trust, procedures behind this Policy will be reviewed and amended accordingly to reflect changes.

This policy does not form part of any employee's contract of employment and it may be amended at any time following consultation.

Contents

| | |
|--|---|
| 1. Statement of Intent | 2 |
| 2. Definitions of bullying | 2 |
| 3. Aims of the Anti-Bullying policy | 3 |
| 4. Preventing bullying | 4 |
| 5. Reporting bullying | 4 |
| 6. Responding to bullying and allegations of bullying | 5 |
| 7. Responsibility for responding to, the prevention of and the response to allegations of bullying | 6 |
| 8. Monitoring, Evaluation and Review | 7 |

1. Statement of intent

The Inspiration Trust is committed to ensuring that all pupils feel safe, supported and included in our academies. The Trust and our academies will work to ensure all pupils feel a part of their school communities and that these communities are welcoming, supportive and free of bullying. The Inspiration Trust and our academies should be environments in which pupils or their parents/carers can feel comfortable and confident reporting incidents of bullying in the knowledge that they will be listened to, allegations will be investigated, and resolutions will be found.

2. Definitions of bullying

The Inspiration Trust and our academies define bullying as any repeated behaviour which is intended to hurt someone either physically or emotionally. This definition of bullying applies to all pupils and employees of the Inspiration Trust and our academies and also to any other stakeholders including, but not limited to, parents/carers, staff from the local authority or other agencies.

This policy will apply at any point whilst a child is registered as a pupil at our schools. All staff are trained to be vigilant about all forms of bullying and/or peer abuse.

Bullying may include, but is not limited to:

| TYPE OF BULLYING | DEFINITION |
|---------------------------|---|
| Emotional | Being unfriendly, excluding, tormenting, teasing, name-calling, isolating another pupil, deliberately saying emotionally distressing or provocative things, spreading rumours |
| Physical | Hitting, kicking, pushing, taking another's belongings, any use of violence |
| Racial | Racial taunts, graffiti, gestures |
| Sexual | Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching |
| Direct or indirect verbal | Name-calling, sarcasm, spreading rumours, teasing |
| Cyber-bullying | Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites |

Bullying is often unprovoked yet is often targeted at individuals due to reasons including, but not limited to:

- Race, ethnicity, religion or cultural heritage
- Sex or gender
- Sexuality and/or the expression thereof
- Disability
- Physical appearance
- Family background

The Inspiration Trust and our academies believe that any behaviour which intends to cause harm or upset is unacceptable and that all forms of discrimination are wrong. Though bullying, by definition, is the repeated performance of these behaviours, both The Inspiration Trust and our academies will have behaviour policies detailing how these behaviours will be handled in one-off or sporadic instances.

By law, principals have the power to respond to and manage pupil behaviour outside of school sites. The definition of bullying shared above is therefore applied both on and off the premises of our academies and the seriousness of an allegation will never be lessened by it taking place off-site.

3. Aims of the policy

The Inspiration Trust and our academies stand firmly opposed to bullying of any nature for any reason. This policy is designed to:

- Make clear the position of The Inspiration Trust and our academies on issues of bullying and discrimination

- Ensure pupils, staff and all stakeholders in our pupils and academies understand our definition of bullying
- To ensure all pupils, staff and stakeholders understand how to report bullying
- To outline the position of The Inspiration Trust and our academies on preventing and responding to allegations of bullying

4. Preventing bullying

The Inspiration Trust and our academies take bullying very seriously and will always work to prevent bullying before it occurs or to prevent its escalation. The Inspiration Trust and our academies believe that the key to preventing bullying is to create inclusive schools in which all pupils, staff and stakeholders believe they will be listened to.

Our academies use a range of strategies to prevent bullying including, but not limited to:

- Effective leadership which promotes a zero-tolerance approach to bullying and all forms of discrimination
- The implicit and explicit teaching of acceptable social behaviours and interactions to pupils
- The creation of an inclusive school environment through:
 - The explicit teaching of diversity, tolerance and difference in classes such as PSHE and throughout the wider curriculum
 - Staff being trained, informed and educated about issues surrounding diversity, tolerance and difference
- The building and sustaining of positive, open and supportive relationships with pupils, staff and stakeholders to ensure all those subject to bullying or discrimination, those who are aware of it, or those who are aware of the potential for it are able to share without fear of reprisal or lack of action
- The regular and timely sharing of information about pupils between staff and stakeholders
- Training of staff to understand the signs of bullying and to ensure staff understand The Inspiration Trust's definition of bullying
- Clear communication regarding the consequences for pupils who are found to be, or believed to be, bullying someone else

5. Reporting bullying

The Inspiration Trust and our academies take all allegations of bullying very seriously. Each of our academies will have their own procedure for reporting bullying which will be shared on their website and through forms of media within the academies themselves. There will always be ways in which bullying can be reported anonymously.

In any incidences of bullying, it is helpful to:

- Record the date, time and location of any incidents of bullying

- To keep any evidence of bullying. For example, messages shared via social media.
- To report bullying as soon as possible to prevent its further escalation

Pupils, staff and stakeholders are expressly discouraged from responding to bullying themselves and should always report incidences of bullying in line with the relevant academy's or Trust procedures.

Each of our academies' procedures for reporting bullying will include information about how to complain if you feel your allegation has not been responded to efficiently or effectively.

6. Responding to bullying and allegations of bullying

6.1 Investigating bullying

The Inspiration Trust and our academies will always seek to understand the details of any allegation of bullying and the role of anyone named in an allegation of bullying. Bullying should always be reported via the procedures shared by the relevant academy or Trust team and the initial investigation should always be left to those staff responsible.

Those individuals making an allegation should share any evidence they can provide of the bullying they are reporting in order to facilitate a swift and effective investigation.

The staff responsible for the investigation should ensure open and regular communication with pupils, staff and stakeholders regarding the investigation, its progress and its findings.

6.2 Responding to victims of bullying

The Inspiration Trust and our academies will listen to all allegations of bullying and will always support the victim of bullying to recover from their experience.

All those who have been subjected to bullying will be offered the opportunity to speak to someone about the incident, wider experience and the impact bullying has had on them. Our academies will be flexible and innovative in finding resolutions to bullying but this should always include, as a minimum, a restorative process in which the victim of bullying receives an apology from the perpetrator.

The victims of bullying will be able to access ongoing support until they feel they are fully recovered from their experience of bullying and members of our academies' pastoral and safeguarding teams will be able to refer victims of bullying to third-party agencies or services from the local authority which may offer further support.

6.3 Responding to the perpetrators of bullying

The Inspiration Trust and our academies will always seek to understand why the perpetrator of bullying has done as they have. The aim of our response to bullying is to change the behaviour of the perpetrator through an understanding of their actions, why they have behaved this way and the consequences of their actions.

All those accused of bullying will be offered the opportunity to speak to someone about the incident, their wider experience and any other issues which may be affecting their behaviour.

Though our academies are aiming to change the behaviour of those perpetrators of bullying, The Inspiration Trust also supports and encourages the uses of sanctions in response to bullying. This is particularly true in instances of persistent bullying. Details of sanctioning procedures can be found in The Inspiration Trust's behaviour policy.

7. Responsibility for responding to, the prevention of and the response to allegations of bullying

Each of our academies will have specific staff detailed in their Anti-Bullying procedure who those wishing to report bullying should be directed to. Across The Inspiration Trust and our academies, the following responsibilities are consistent:

The Principal

The Principal has a legal responsibility to ensure their academy has an Anti-Bullying procedure in place. The Principal will ensure that:

- All staff are trained in how to identify, report and respond to incidences of bullying
- The development of anti-bullying strategies is discussed with the academy's leadership team
- Any sanctions for bullying appropriately reflect the nature of the incident
- Any complaints about the efficiency or effectiveness of investigations into bullying are listened to and responded to
- Information around bullying is tracked and shared with the Central Inclusion Team to inform anti-bullying policy and procedure across The Inspiration Trust

All staff

All staff are responsible for the day-to-day implementation of the Anti-Bullying Policy and procedures. All staff are expected to be vigilant and persistent in identifying, reporting and supporting those involved in bullying.

8. Monitoring, Evaluation and Review

The Director of Inclusion will review this policy on an annual basis to assess its implementation across The Inspiration Trust and our academies and the effectiveness of the policy

9. Links to other policies

This Anti-bullying policy is linked to the following policies:

- The Behaviour Policy
- The Exclusions Policy
- Single Equality and Community Cohesion Policy