

WE ARE A UNICEF GOLD RIGHTS RESPECTING SCHOOL



Children’s rights are learned, understood and lived in this school.



This policy was amended in consideration of the following UN Convention on the rights of the child articles; Article 19

ANTI-BULLYING POLICY

Policy Number	0036		Policy Author	L Sherman
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ANTI-BULLYING POLICY

Introduction

Bullying is a pervasive issue that affects students of all ages and can lead to emotional suffering and instil barriers to learning. It is our commitment to foster a safe and inclusive environment for all of our students to prevent and address incidents of disrespect and/or bullying, promote respectful interactions and ensure that all pupils can thrive academically.

We believe that a community rooted in kindness and empathy is essential for personal growth and collective wellbeing.

Through education, awareness, and proactive measures, we strive to create a culture where bullying is not tolerated, and everyone feels valued and supported. We strive to create an environment where every member of our school community is empowered to speak out against bullying and stand up for themselves and their peers.

We encourage all members of our community- students, staff, and parents- to actively engage in this initiative and contribute to making the Academies safe and welcoming for everyone.



K Boyce-Charman
Assistant Headteacher
& Respect Champion
Upper Academy



T Demus
Senior Student Development
Leader & Respect Champion
Lower Academy

[Rights Respecting School Award \(basildonupperacademy.org.uk\)](https://basildonupperacademy.org.uk)

[Rights Respecting School Award \(basildonloweracademy.org.uk\)](https://basildonloweracademy.org.uk)

Objectives of this Policy

This policy aims to prevent and address bullying, promote respect and understanding among our pupils, and ensure that everyone can thrive free from fear and intimidation.

Why is an Anti-Bullying Policy necessary?

It establishes a clear framework that helps create a safe and supportive space where individuals can learn, work, and interact without fear of bullying.

Bullying can lead to emotional distress and impact on pupils' wellbeing. A policy helps protect the mental wellbeing of all pupils by addressing harmful behaviors promptly.

A well-defined policy encourages victims and bystanders to report bullying incidents without fear of retaliation, fostering a culture of accountability.

It raises awareness about the impact of bullying and teaches students how to recognise, prevent, and address it, promoting empathy and understanding.

An anti-bullying policy reinforces the importance of respect and acceptance, contributing to a more inclusive and cohesive community and celebrates our student values.

It provides clear guidelines and consequences for unacceptable behavior, ensuring that everyone understands the Academy policies.

By addressing bullying, the policy helps build stronger relationships among students, enhancing collaboration and promoting progression.

The Basildon Academies community:

- ❖ Discusses, monitors and reviews our Anti-Bullying Policy on a regular basis.
- ❖ Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- ❖ 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.
- ❖ Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the academy to uphold the anti-bullying policy.
- ❖ Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

What is Bullying?

- ❖ Repeated over time

- ❖ Intended to hurt someone physically or emotionally
- ❖ Often aimed at certain groups

Bullying can occur through several types of persistent anti-social behaviour. It can be:-

a) PHYSICAL

A child can be physically punched, kicked, hit, spat at, etc.

b) VERBAL

Verbal abuse can take the form of name-calling. It may be directed towards a protected characteristic

c) EXCLUSION

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

d) DAMAGE TO PROPERTY OR THEFT

Students may have their property damaged or stolen. There may be physical threats in order that the student hand over property to them.

e) ONLINE

Online abuse can take a variety of forms including; sexting (consensual or non consensual sharing of nudes and semi-nude images), trolling, use of mobile apps and social media; which includes the forwarding or sharing of derogatory material.

f) HARASSMENT

Harassment can include offensive or derogatory jokes and unwelcome comments

Bullying can include persistent: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; **inappropriate text messaging and electronic messaging (including through web-sites, Social networking sites/apps and Direct Messenger services); sending offensive or degrading images by phone or via the internet;** producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

The Basildon Academies will take action against all types of peer on peer abuse including:

- ❖ Bullying related to race, religion or culture.

- ❖ Bullying related to special educational needs.
- ❖ Bullying related to appearance or health conditions.
- ❖ Bullying related to sexual orientation including homophobic, biphobic and transphobic (HBT) bullying.
- ❖ Bullying related to gender, and transgender
- ❖ Bullying of young carers or looked after children or otherwise related to home circumstances.
- ❖ Sexist or sexual bullying.
- ❖ Cyber bullying.

As a student:

What can you do if you are being bullied?

Remember that your silence is the bully's greatest weapon!

- a) Generally it is best to tell an adult you trust straight away. You will get immediate support.
- b) Report your concerns to the Academy Respect Champion:
The Lower Academy – Mr Demus. The Upper Academy – Mrs Boyce-Charman
- c) Be proud of who you are. It is good to be individual.
- d) Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- e) Stay with a group of friends/people.
- f) Be assertive – say "No!" Walk confidently away. Go straight to a teacher or member of staff.
- g) Fighting back may make things worse. Talk to a teacher or parent/guardian.
- h) If you feel you cannot tell a teacher then talk to one of the student Respect Ambassadors.
- i) Tell yourself that you do not deserve to be bullied.

If you know someone is being bullied:

- a) **Tell the bully it is wrong.** Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) **If you feel you cannot get involved, tell an adult IMMEDIATELY. Report it to a member or staff or Respect Ambassadors.** Teachers have ways of dealing with the bully without getting you into trouble.
- c) **Do not be, or pretend to be, friends with a bully.**

As a parent:

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent etc.
- c) If you feel your child may be a victim of bullying behaviour, inform the Academy **IMMEDIATELY**. Your complaint will be taken seriously and appropriate action will follow.
- d) It is important that you advise your child not to fight back. It can make matters worse!
- e) Tell your child there is nothing wrong with them. It is not their fault that they are being bullied.
- f) Make sure your child is fully aware of the Academy policy concerning bullying, and that they will not be afraid to ask for help.
- g) Avoid engaging in online activity in response to incidents, as this could interfere or deflect from both Academy and police investigations.

Liaison with parents and carers

We will:

- a) Ensure that parents / carers know whom to contact if they are worried about bullying.
- b) Ensure parents know about our complaints procedure and how to use it effectively.
- c) Ensure parents / carers know where to access independent advice about bullying.
- d) Work with parents and the local community to address issues beyond the Academy gates that give rise to bullying.

The Academies:

- a) Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- b) Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the RSHE programme.
- c) Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- d) Review the Academy Policy and its degree of success.
- e) Have a dedicated Respect Champion on each site who is a key contact for all respect issues.
- f) The Academy staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- g) Not use teaching materials or equipment which give a bad or negative view of any group because of their protected characteristics.
- h) Encourage students to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- i) Encourage students to treat everyone with respect.
- j) We will treat bullying as a serious offence.
- k) Regularly canvas children and young people's views on the extent and nature of bullying.

- l) Ensure students know how to express worries and anxieties about bullying.
- m) Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- n) Involve students in anti-bullying campaigns within the Academies, such **The Diana Award Anti-Bullying Ambassadors Programme.**
- o) Publicise the details of helplines and websites.
- p) Offer support to students who have been bullied.
- q) Work with students who have been bullying in order to address the problems they have.
- r) Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- s) Actively provide systematic opportunities to develop students social and emotional skills, including their resilience.
- t) Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the 'Student Voice' Academy Council.
- u) Train all staff to identify bullying and follow Academy policy and procedures on bullying.
- v) Actively create "safe spaces" for vulnerable children and young people including the Wellbeing Centre where students can access support through Academy staff and outside agencies.

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified; help, support and counselling will be given as is appropriate to both the victims and the bullies.

We support those affected by bullying in the following ways:

- a) by offering them an immediate opportunity to talk about the experience with their class teacher, Head of Year, Respect Champion or another member of staff if they choose.
- b) informing the victims' parents/guardians.
- c) by offering continuing support when they feel they need it.
- d) arrange for them to be escorted to and from on the academy premises and arranging for escorts home.
- e) by taking one or more of the disciplinary steps described below.

Disciplinary Steps:

1. Those suspected or proven to be bullying will be warned officially to stop. Academy sanctions (in line with our Behaviour Policy) can be applied at this or any point in the process of investigation.
2. We will inform parents/guardians.
3. Those suspected or proven to be bullying may be isolated at break and/or lunch times.
4. We may arrange for them to be escorted to and from the Academy premises.

5. If bullying continues despite the best efforts of all parties involved then it could result in permanent exclusion.
6. Where necessary, the Academy will work alongside the police and other external agencies to support the resolution of incidents.

Monitoring & Review

We will review this policy annually as well as if incidents occur that suggest the need for review. The Academy uses the guidance by the DfE* and the Anti-Bullying Alliance** to inform its action planning to prevent and tackle bullying. We work alongside The Diana Awards and UNICEF to promote rights and respect across the Academy.

Responsibilities

This Policy only works if it ensures that the whole Academy community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- Academy Governors to take a lead role in monitoring and reviewing this policy.
- The Headteacher to communicate the policy to the Academy community.
- Senior Leaders, Teaching and Support staff to be aware of this policy and implement it accordingly, role modelling positive behaviour at all times.
- Students to abide by the policy.
- Parents to support the academy and students in positive resolutions to respect issues