



Exmouth
Community
College
Academy Trust

ANTI-BULLYING POLICY

Policy Details	Date
Written by	
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Anti-Bullying policy

We are committed to providing a caring, calm and well-ordered environment where everyone feels safe, happy and understands the expectations of attitudes to learning in order to create an ethos conducive to excellent learning and teaching for all.

We promote a culture of praise and encouragement and expect consistency of response to both positive and negative behaviour.

We believe that positive relationships based on mutual respect, promote positive attitudes to learning. As students learn by example, all adults within the school should act as positive role models with regard to their own behaviour. Our policy reflects our school vision of Belonging. Ambition and Responsibility where all students can flourish, feel safe, accepted and included.

Why do we have this policy?

To ensure that all students, staff, governors and parents/carers have an understanding of what bullying is.

To ensure that all staff and governors know what the college policy is on bullying and follow it when bullying is reported.

To ensure that all students and parents/carers know what the college policy is on bullying and what they should do if bullying occurs.

Definition of bullying

“Bullying is defined as repeated behaviour over time which is intended to hurt someone either emotionally or physically and is often aimed at certain people because of their race, religion, sexual orientation, social or economic background, disability or SEN need. It might be motivated by actual differences between children, or perceived differences.”

Department for Education – Preventing and Tackling bullying

There is no legal definition. However, it is usually defined as behaviour that is:

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

Bullying can be:

Emotional (Psychological/silent)

Being unfriendly, socially excluding, tormenting, spreading rumours and nasty stories, staring in an intimidating manner, reorganising or pressurising friendship groups, telling lies, subtly making comments when walking past someone.

Physical

Pushing, kicking, taking or destroying belongings, punching, any physical violence, persistently engaging in seat-belting, peanuting, flip-flopping/flat tyreing

Racist

Name calling, incitement, making comments about a persons heritage, culture, religion or appearance, commenting on parents, spreading rumours

Sexual

Unwanted physical contact, sexually abusive comments

Gender and sexuality based

Name calling, incitement, making comments because of, or an assumption about a person's sexual choices, commenting on parents/relations/friends, spreading rumours. Threat of outing or emotional blackmail.

Verbal

Name calling, sarcasm, spreading rumours, teasing

Cyber

All areas of social media/ email/phone

Threats, sending offensive or degrading images, blackmail over activity online, spreading rumours, manipulating images/messages

Faith based

Making someone feel unwelcome, making comments or assumptions about their faith/beliefs

Disablist

Doing something unkind because of a person disability or perceived disability.

Bullying is not

Bullying does not mean “falling out” with friend or a one off episode (the college will support students to resolve through the appropriate behaviour processes)

Actions not considered to be bullying

- Not liking someone
- Accidentally bumping into someone
- Making other student play a game in a certain way
- A single act of telling a joke about someone
- Arguments
- Expression of unpleasant thoughts or feelings regarding others
- Isolated acts of harassment, aggressive behaviour, intimidation or meanness. These may be examples of abuse between students (child on child abuse) and will be managed according to appropriate processes. We recognise that students may need ongoing support after these incidents.

Reporting Bullying

Every member of our school community needs to know how they report bullying and that their concerns will be taken seriously.

Students can approach any adult at the College to report bullying either as someone who has been subjected to it or as a witness. This is most likely to be their tutor, learning mentor, Year staff, staff on duty, staff in RTL/ Internal / Reintegrate / the Key Stage Hubs.

Students are then able to complete a written statement, they may be helped to do this. This statement can be written at the time or completed at home, it can also be completed online or emailed.

Students can also report concerns using the Worry Button on the College website. If they choose to report anonymously then the issue may be addressed but they will receive no information about how it has been resolved. The worry button may not have as fast a response as the other methods.

Parents can email their concerns to tutors in the first instance and they should receive the email details of the tutor at the start of each year.

Once a clear report of the incident(s) has been received an appropriate member of staff will speak those concerned. Parents will be kept informed. A response will be arrived at using the pathway of actions as a guide. In some cases the incident may be referred to other agencies for action or support.

Students who experience cyber bullying are encouraged to save any relevant evidence (printed off if possible) and once arrangements have been made, share this information with the staff investigating. Only Senior staff at the College may look at any evidence which is image based or look through students devices; this will be in agreement with parents/ carers. If the evidence suggests a criminal act has occurred then the child and their parents will be supported to report it to the police. The College may hold students' phones securely in case the police require them as part of any investigation

Schools have the power to discipline and sanction students for their actions outside of school. Where bullying outside of school is reported to the College it will be investigated but this can be difficult and we may advise parents to ask the police to investigate. The College will continue to provide support for the students involved.

Preventing Bullying

Exmouth Community College is a caring institution. Within the curriculum the College will raise the awareness of the nature of bullying through L42, tutor time, assemblies, and lessons. Our ethos must encourage both staff and students to speak out against acts of bullying, this is recognised in our mission to be a telling school. Speaking out must be seen as being responsible for the well-being of the individual within the school community. There are opportunities in many curriculum areas to raise issues of bullying and allow for contextual tutoring to take place. Students are reminded of their part in sustaining the qualities of community life that allow pupils to learn without fear of bullying through the ECC way. All adults at Exmouth Community College have a responsibility to model positive and supportive behaviour in their dealings with students, and with one another, so that there is a confidence that information will be received and dealt with appropriately. The school has a designated Mental Health and Wellbeing lead who oversees the setting's mental health

initiatives and strategy as well as maintaining a psychologically safe and healthy environment that promotes wellbeing.

The college takes very seriously any incidents of bullying and the perpetrators of bullying will be addressed through the college's rewards and behaviour policy.

Pathway of actions

<p>First Report</p> <p>Written report completed</p> <p>Is this bullying or an incident of abuse between children which may require other actions?</p> <p>Pastoral support team will check the bullying log and ensure no previous reports have been made</p> <p>Appropriate member of staff will discuss the experience with the student reporting and speak to the perpetrator</p> <p>Students given an opportunity to meet and explore some work to resolve the situation</p> <p>Sanction at appropriate level according to the Behaviour policy</p> <p>Parent/carers of both victim and perpetrator informed, this may be email or phone</p> <p>Follow up check with the victim usually by the tutor – recorded on CPOMs</p> <p>All reports of the incident recorded on CPOMs</p>
<p>Second Report</p> <p>Written report completed</p> <p>Pastoral support team will check the bullying log and how previously managed to ensure escalation</p> <p>Appropriate member of staff will discuss the experience with the student reporting and speak to the perpetrator</p> <p>Students given an opportunity to meet and explore some work to resolve the situation</p> <p>Sanction at appropriate level according to the Behaviour policy</p> <p>Parent/carers of both victim and perpetrator informed, this may be email or phone</p> <p>Parent/carer of perpetrator will meet with the tutor and/or Pastoral support team to plan actions to change their behaviour</p> <p>Follow up check with the victim usually by the tutor</p> <p>All reports of the incident recorded on CPOMs</p>
<p>Third Report</p> <p>Written report completed</p> <p>Pastoral support team will check the bullying log and how previously managed to ensure escalation and previous attempts to produce change</p> <p>Appropriate member of staff will discuss the experience with the student reporting and speak to the perpetrator</p> <p>Students given an opportunity to meet and explore some work to resolve the situation</p> <p>Sanction at appropriate level according to the Behaviour policy this will have to show escalation</p> <p>Parent/carers of both victim and perpetrator informed, this may be email or phone</p> <p>Parent/carer of perpetrator will meet with the HOY to plan actions to change behaviour this may involve a Pastoral support plan</p> <p>Formal restorative conversation will normally occur if the victim wants this</p> <p>Follow up check with the victim usually by the PSA/HOY</p> <p>All reports of the incident recorded on CPOMs</p>

Fourth Report
<p>Written report completed</p> <p>Pastoral support team will check the bullying log and how previously managed to ensure escalation and previous attempts to produce change</p> <p>Appropriate member of staff will discuss the experience with the student reporting and speak to the perpetrator</p> <p>Students given an opportunity to meet and explore some work to resolve the situation</p> <p>Sanction at appropriate level according to the Behaviour policy this will have to show escalation, where this is a suspension the reason will be stated as bullying</p> <p>Parent/carers of both victim and perpetrator informed, this may be email or phone</p> <p>Parent/carer of perpetrator will meet with the HOY to plan actions to change behaviour this may involve a Pastoral support plan</p> <p>College staff to meet to discuss further sanctions/support that may be necessary</p> <p>Formal restorative conversation will normally occur if the victim wants this</p> <p>Follow up check with the victim usually by the KS AP</p> <p>All reports of the incident recorded on CPOMs</p>

Roles and Responsibilities

Students	<p>Behave in such a way that they demonstrate respect and equality to everyone and do nothing to cause offence, injury or emotional upset to others.</p> <p>Support other students in a responsible way by encouraging them to report bullying to staff, or by reporting on their behalf</p> <p>To report bullying if it is happening to them</p>
All staff	<p>To deal with incidents of bullying that they see by challenging or are reported to them and then helping the student(s) make a report.</p> <p>Make sure reports are given to the Pastoral support team swiftly, in person, email or CPOMs</p> <p>Particularly for teachers to ensure students feel safe in their classrooms</p>
Tutors	<p>Monitor the well-being of members of their tutor group</p> <p>Deal with most first reports of bullying</p> <p>To liaise with the Pastoral support team if bullying is reported again.</p> <p>The first point of contact for parents/carers in terms of student well being</p> <p>To ensure follow ups following a reported bullying incident happen and are recorded</p> <p>To encourage positive behaviour among members of their tutor group</p>
Pastoral support team	<p>Liaise with tutors and Heads of Year in matters of wellbeing</p> <p>Offer support to those being bullied</p>

	<p>Triage bullying reports and ensure the appropriate people deal with the incident and refer to safeguarding if appropriate</p> <p>Provide restorative conversations if appropriate</p> <p>Prompt tutors to ensure bullying follow ups occur</p> <p>Communicate with parents about bullying reports</p>
Heads of Year	<p>Manage persistent reports of bullying</p> <p>Meet with parents/carers and students</p> <p>Determine appropriate actions and sanctions</p> <p>Liase with SLT</p> <p>Involve other agencies if appropriate</p> <p>To promote positive behaviour through assemblies</p> <p>To request responsive L42 time</p>
SLT	<p>Monitor the implementation of the policy</p> <p>Look at the bullying log regularly to observe and evaluate trends</p> <p>Liase with external agencies where appropriate</p> <p>Ensure appropriate support is offered and sanctions are being applied correctly</p> <p>To remind students of positive behaviours through assemblies</p> <p>To request responsive L42 time</p> <p>To carry out surveys to collect student voice about bullying and well being</p> <p>To share information with parents/carers to assist them in supporting their child's wellbeing</p>
Parents/carers	<p>Support the College in the implementation of the policy</p> <p>Inform the College of any concerns of bullying whether involving their children or others</p>
Governors	<p>Ensure the policy is being adhered to by reviewing at Governor meetings.</p> <p>Conducting student feedback sessions</p>

Support

Students who have been bullied will be supported by:

- Being offered an opportunity to discuss the experience with a member of staff who will reassure them
- A follow up with their tutor
- Their tutor will also help them to restore their confidence and self esteem
- In some case being involved in a formal restorative conversation following an explanation in advance of how it would work
- In some cases making a referral to another agency

Students who have bullied will be helped by:

- Given an opportunity to discuss what happened.
- Discovering why they became involved and supporting them in anything which is concerning them
- Establishing the wrong doing and the need to change
- Working with their family to support them in making those changes.
- If appropriate involving them in a formal restorative conversation
- In some case making a referral to another agency

The Policy

This policy has been developed with input from students, staff and parents. It will be monitored by the Governing board.

Appendix

Incidents of abuse between children

This may also be seen in KCSIE 2022 as child on child abuse, and previously as peer on peer abuse. It is specifically referenced as abuse between children to acknowledge that children can be abusive towards each other and that this can be across a range of ages.

This policy deals with bullying which is one example of abusive behaviour between children. It is when something happens repetitively. Other individual examples of abusive behaviour can include:

- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- youth and serious youth violence
- sexual violence, such as rape, assault by penetration and sexual assault;
 - sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse;
- upskirting, which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm;
- Causing someone to engage in sexual activity without consent
 - Consensual and non-consensual sharing of nudes and semi nude images or videos
- sexting (also known as youth produced sexual imagery);
 - Initiation/hazing type violence and rituals.
- Harmful sexual behaviour
 - Relationship abuse, teenage relationship abuse or domestic violence
- Child sexual exploitation
- Prejudice –based violence

Individual incidents of these behaviours will be managed by using a combination of approaches:

- Using the Rewards and Behaviour policy
- Developing safety plans
- Seeking support from other agencies
- Strategies and approaches from the Anti – Bullying policy

Incidents of sexual abuse and sexual harassment between children will be managed in line with KCSIE 2022. This may result in the College drawing up safety plans for both the alleged victim and alleged perpetrator. These plans may result in students classes and timetables being changed. These plans may have to last for significant periods of time as investigations by other agencies can take a significant length of time. Also some

investigations can be inconclusive. The lack of a conviction in a police investigation is not the same as the allegation being unfounded. Support for alleged victims and alleged perpetrators will continue for as long as necessary.

The College will also with the support of other agencies consider the risks to other children at the College.