Anti-Bullying Policy
Centre Academy London

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Signed: Date: 07/09/20

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1. Introduction

Everyone at Centre Academy London (CA London) has a responsibility for safeguarding and promoting the wellbeing of all students. Further to this, all staff have a duty of care to ensure that students are protected from harm. Part of this duty is to ensure that all students feel safe at CA London. To this end, a bullying incident where a child has suffered, or is likely to suffer, significant harm will be addressed as a child protection concern and if the behaviour could pose a safety risk to another person it will be reported to the local police. This document should be read in conjunction with the School's Safeguarding and Child Protection Policy.

Bullying is an extreme form of anti-social behaviour and the 2017 DfE guidance defines it as "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally". The same guidance recognises that bullying involves an imbalance of power between bully and victim and is often motivated by prejudice.

At CA London we know that bullying is a difficult concept for students to understand as not all acts perceived by students as bullying are conscious or indeed intentional. Regardless of intent, actions which hurt physically or emotionally, especially those that fall under the remit of bullying, need to be dealt with swiftly and appropriately. To this end this policy not only sets out the how the School will deal with acts of bullying but also how actions such as banter can impact negatively on individuals.

1.1 Contents

1.2 Legal Framework and Guidance
Malicious Communications Act, 1988

Children Act, 1989

Protection from Harassment Act, 1997

Education Act, 2002

Equality Act, 2010

The Education (Independent School Standards) Regulations, 2014

DfE Preventing and Tackling Bullying, 2017

The Independent School Standards, 2019

Keeping Children Safe in Education, 2019

Working Together to Safeguard Children, 2020

2. Forms and Types of Bullying
Bullying can take many forms; however, it is behaviour by an individual or group of individuals which is:
- Harmful
- Intentional
- Repeated over time
- It also often involves an imbalance of power

2.1 Prejudice
Bullying is often motivated by prejudice against particular groups, some of which are linked to protected categories covered by the Equalities Act 2010. The prejudice does not have to be based on actual differences but could be based simply on perceived differences. For example:
- Race, Religion or Culture – where the bullying is motivated by racial, ethnic or cultural prejudice e.g. Racism
- Sexual Orientation – for instance homophobic or bi-phobic bullying
- Transgender Status – where the bullying is motivated by a prejudice against people who identify as transgender
- SEN Need or Disability – where bullying occurs due to a prejudice against people due to a disability or perceived disability
- Gender – where bullying which is motivated by a prejudice against someone because of their gender e.g. Sexism
- Physical Appearance – where bullying is motivated by the way someone looks or an aspect of their appearance
- Home Circumstance – where bullying is motivated by or otherwise related to home status e.g. children in care or young carers

2.2 Forms of bullying

Bullying can take, but is not limited to, the following forms:

- Physical bullying – including kicking, hitting, pushing or making unwanted physical contact
- Verbal bullying – including name calling, taunting, mocking or making offensive comments
- Emotional bullying – including isolating an individual or spreading rumours about them
- Cyber-bullying (where technology is used to hurt an individual) – including sending inappropriate text messages, posting messages/images on the internet or any form of social media or inappropriate use of MSN/Facebook e.g. sexting
- Written – including ridiculing through drawings or writing e.g. on homework diaries or paper left in books
- Incitement or Baiting – this includes encouraging other students to bully. It also includes provoking an angry, aggressive or emotional response from others – either the victim or a third party.
- False Friendships – this is the act of pretending to be a friend but actually using that power to bully.
- Extortion – including demands for money or personal property
- Damage to Property – including taking away belongings, theft, tearing clothes or ripping books

2.2.1 Cyber-bullying

Under the Malicious Communications Act (1988) it is an offence for a person to send an electronic communication to another with the intent to cause distress or anxiety. Despite this, cyber-bullying is becoming increasingly common. In addition to the steps and responses below, it is important to consider the following when an act of cyberbullying has been reported.

2.2.2 Bullying Outside School Premises

Unfortunately, bullying may also occur outside of the confines of CA London itself. In this regard, we are mindful of the DfE's Preventing and Tackling Bullying guidance (DfE 2017), which asserts that "staff members have the power to discipline pupils for misbehaving outside the school premises."

Thus, when a bullying incident is reported to school staff at CA London, it is important for them to investigate and act upon that report. Please note: if the behaviour is such that it could pose a safety risk to another person it needs to be reported to the local police.

3. Impact of Bullying

CA London recognises that all forms of bullying have an impact on the victim. It can create a barrier to learning and consequences to wellbeing. In some cases, these consequences can be pronounced and long-lasting with the victim experiencing profound physical, social, emotional or mental health difficulties.

It is therefore imperative that all reported/witnessed acts of bullying, intimidation or aggression are dealt with swiftly, appropriately and with the objective of preventing further incidents.

4. Responding to Bullying

Bullying can be directed at anyone within the School, child or adult. It is a fundamental right for everyone at CA London to be able to work and learn in an environment which is safe from intimidation and in which all types of bullying are regarded as unacceptable and requiring action of one type or another. Therefore, the School aims to promote a secure and happy environment that is free from threat, harassment and any type of bullying behaviour. It is committed to taking positive action to prevent bullying form occurring by adhering to clear policies governing behaviour and an understanding by staff and students that bullying will lead to decisive action.

While conversations around bullying tend to be focused on bullying of students, CA London is clear that bullying of staff, whether by pupils, parents or colleagues, is equally unacceptable.

4.1 Immediate Response Steps

The following steps may be taking when dealing with all incidents of bullying reported to the School.

- The School will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate. This also includes reassuring the person reporting the incident that telling someone is always the appropriate thing to do.
- The DSL (Designated Safeguarding Lead) will be informed of all bullying issues where there are safeguarding concerns.
- The School will speak with and inform other staff members, where appropriate.
- The School will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
- Sanctions and support will be implemented in consultation with all parties concerned.

- If necessary, other agencies (such as the police) may be consulted or involved if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off the school site or outside of normal school hours (including cyberbullying), the School will ensure that the concern is fully investigated.
- If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in School in accordance with this policy and the School's Promoting Good Behaviour and Discipline Policy.
- A clear and precise account of bullying incidents will be recorded by the School. This will include recording appropriate details regarding decisions and action taken.

4.2 Longer-Term Response

if a student has engaged in bullying, or has been the subject of bullying, the School's major objective is to ensure that this does not happen again. In this, the Mentor is likely to play a major role both in supporting and also in liaising with colleagues. In the case of staff who are being bullied, it is the Line Manager that will likely assume this responsibility.

The School will therefore consider:
- providing internal counselling.
- ensuring that all staff members who teach the student monitor carefully the situation in their classes with regard to bullying.
- ensuring that pre-emptive action is taken by the teacher at any hint that another bullying situation is about to start.
- a regular one to one meeting with the mentor, or other designated staff member, to review progress.
- working with parents/carers or external agencies to provide a wider network of support.

5. School Anti-Bullying Initiatives

The following are initiatives run by the School aiming to tackle the common underlying issues of bullying.
- The counsellor operates an 'open door' policy for all students at the school. Students are aware that they may request to see the counsellor, either directly, or through their mentor or teacher.
- PSHE courses for KS2/3/4 students contain sections dedicated to the understanding of, and courses of action pertaining to bullying.

- Mentor periods, particularly for KS4 and 5 students, provide a forum in which to generate discussion regarding social issues.
- All ICT courses include instruction in safe internet use. All students are provided with training which helps them recognise dangers posed by cyberbullying. This includes text/SMS messaging and emails.
- The School advises parental supervision of internet use at home.
- Students are required to hand in their phones at the beginning of the school day in order to minimise the risk of cyberbullying through text messaging, and unlawful use of the internet during the school day.
- All KS2 and 3 students attend a period of social skills training with the Speech and Language Therapist which aims to promote healthy social relationships.

5.1 Banter

Banter is the playful and friendly exchange of teasing remarks; it can also be linked to 'roasting' which is the act of coming up with creatively insulting remarks which can also be aimed at friends.

At CA London, we recognise that just because banter does not include all the elements of bullying this does not mean it is acceptable. Banter often starts as teasing remarks; however, very rarely is it taken as a joke by both sides and normally is taken too far. Alongside this, it is often offensive – if not to the students involved – then to third parties who may overhear.

The School believes that any negative language or behaviour between students is unacceptable, especially that which includes negative language or behaviour in relation to, or referring to, a protected characteristic. Therefore, students should not engage in offensive banter and insults – friendly or not. These have no place in a professional environment. Work will be done individually or in mentor groups to ensure that this is understood and followed by all students. Students who engage in banter, despite warnings and advice, may be subject to disciplinary procedures.

6. Further Help

The following groups provide support for parents and students dealing with specific bulling issues including the social and emotional affects caused by bullying.

The Anti-Bullying Alliance (ABA)	www.anti-bullingalliance.org.uk
Kidscape	www.kidscape.org.uk
Childline	www.childline.org.uk or 0800 1111
NSPCC	www.nspcc.org.uk
Victim Support	www.victimsupport.org.uk

6.1 Cyber-bullying and Online Safety

ChildNet International	www.childnet.com
Digizen	www.digizen.org
Internet Matters	www.internetmatters.org
Think U Know	www.thinkuknow.co.uk

6.2 LGBT

Barnardos	www.barnardos.org.uk/what_we_do/our_work/lgbtq
EACH	www.eachaction.org.uk
Metro Charity	www.metrocentreonline.org
Proud Trust	www.theproudtrust.org
Stonewall	www.stonewall.org.uk

6.3 SEND

Mencap	www.mencap.org.uk

6.4 Race, Religion and Nationality

Educate Against Hate	http://educateagainsthate.com
Tell MAMA	http://tellmamauk.org

6.5 Sexual Harassment and Sexual Bullying

Disrespect No Body	www.disrespectnobody.co.uk