



Huxlow Academy

Ambition • Respect • Pride

Policy Owner	Department	Effective Date	Approval Date	Review Cycle	Revision Due Date
Z Correa	Assistant Headteacher	January 2023	18 January 2023	Annual	January 2024

Anti-Bullying Policy

Policy Approver: Academy Improvement Board

Version Control

Version Number	Date of Change	Changes Made
1	December 2022	New Academy policy



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1. Policy Name

Anti-Bullying Policy

2. Policy Aims

OUR VISION

"Thriving through excellence"

OUR MISSION

Our mission is to achieve this by building a learning community of aspirational and responsible citizens.

It is Academy policy to use the following definition of bullying:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace. (Anti-bullying Alliance UK)

3. Policy Requirements

It is Academy policy that:

- All Huxlow students, staff and visitors are entitled to a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at schools.
- All staff, students, parents and visitors should have a clear understanding of what bullying is.
- All staff should know what the college anti-bullying policy is and what course of action to take, should bullying arise.
- All students and parents should know what the anti-bullying policy is and who to inform.

It is also Academy policy that we will:

- Educate all students that bullying behaviour is unacceptable through assemblies, LORIC, Anti-Bullying Week and create an ethos and environment where students and staff feel their concerns regarding bullying will be listened to and acted upon in positive manner.
- Prevent, de-escalate or stop harmful behaviour;
- React to bullying incidents in a consistent and effective approach;
- Safeguard and support the person who has experienced bullying by using Academy staff and other professionals in a multi-agency approach if required.
- Apply appropriate and disciplinary sanctions to the bully, who will be known as the 'ringleader' or bullies, who will be known as 'assistants' and to ensure that no further incidents occur;
- Fulfil the Statutory duty of schools.
- Report illegal forms of bullying to the Police, these include: violence or assault; theft; repeated harassment or intimidation and hate crimes.
- Call 999 if someone in school is in danger.

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and students.

The named anti-bullying lead is – **Zoë Correa – Assistant Headteacher**

4. Bullying Definition

Bullying can take many forms including:

- Emotional Being unfriendly, excluding, tormenting (e.g., hiding books, threatening gestures)
- Physical Pushing, kicking, hitting, punching or any use of violence
- Psychological Any kind of intentional mental abuse
- Racist Racial taunts, graffiti, gestures
- Sexual Unwanted physical contact or sexually abusive comments
- Homophobic Because of, or focussing on the issue of sexuality
- Verbal Name-calling, sarcasm, spreading rumours, teasing
- Religious Related to religious beliefs and practices
- Cultural Related to cultural beliefs and practices
- Cyber All areas of internet, such as email, gaming, and internet chat room misuse, abuse on social networking sites, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities
- SENDist Due to SEN or disabilities or health conditions
- Appearance Related to appearance
- Socioeconomic Related to home circumstances, children in care or young carers
- Ageism Discriminating against a person's age
- Sexist Related to specific gender
- Transphobic Related to specific gender, gender reassignment or identity
- Ability Related to the levels or standards of work

Huxlow Academy recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our school can help to create safe, disciplined environment, where students are able to learn and fulfil their potential.

5. Anti-Bullying Alliance Principles

Huxlow Academy will abide by the 10 key principals of the Anti-bullying Alliance as detailed below:

1. LISTENS – all students, parents and carers are listened to and influence strategies and approaches to prevent, report and respond to incidents of bullying.
2. INCLUDES US ALL – all students, including those with SEN/Disability, are included, valued and participate fully in all aspects of school life.
3. RESPECTS – all school staff are role models to others within the school and how they treat others.
4. CHALLENGES – all forms of discriminatory language – including disablist language – is challenged and taken seriously.
5. CELEBRATES DIFFERENCE – difference is actively and visibly celebrated and welcome across the whole school.
6. UNDERSTANDS – all school staff, students, parents and carers understand what bullying is and what it is not.
7. BELIEVES – all students, including disabled children and those with SEN, and their parents and carers are acknowledged, believed and taken seriously when reporting incidents of bullying.
8. REPORTS BULLYING – all students within the school and their parents and carers understand how to report incidents of bullying.
9. TAKES ACTION – we respond quickly to all incidents of bullying. Students, including disabled students and those with SEN, participate fully in decisions made about them and help to formulate appropriate action to respond to incidents of bullying.

10. HAS CLEAR POLICIES – our school’s anti-bullying policy reflects these principals and is embedded within other school policies. They are widely and actively promoted to school staff, students and their parents and carers.

This charter is also visible in every classroom as a reminder to staff and students.

6. Cyber-Bullying

The Malicious Communications Act of 1988 makes it an offence for:

1. Any person who sends to another person—
 - a. a letter, electronic communication or article of any description which conveys—
 - i. a message which is indecent or grossly offensive;
 - ii. a threat; or
 - iii. information which is false and known or believed to be false by the sender;

or

- b. any article or electronic communication which is, in whole or part, of an indecent or grossly offensive nature, is guilty of an offence if his purpose, or one of his purposes, in sending it is that it should, so far as falling within paragraph (a) or (b) above, cause distress or anxiety to the recipient or to any other person to whom he intends that it or its contents or nature should be communicated.

If you are worried that activity may be illegal it is important that you speak to the Police.

Any act of cyber-bullying reported in the Academy will require for technology to be handed over and searched under the Education Act 2011. For more information and guidance please do refer to DFE advice cited in the documents below.

7. Review

The Anti-Bullying Policy will be reviewed annually, and following any concerns and/updates to national or local guidance or procedures.

8. Related policies

This policy links with a number of other school policies and procedures including:

- Behaviour 4 Life Policy
- Complaint’s Procedures
- Safeguarding and Child Protection Policy
- Online Safety and Acceptable Use Policies (AUP)
- Curriculum Policy

9. Related documentation and links to legislation

There are a number of pieces of legislation and guidance which set out measures and actions for schools in response to bullying, as well as criminal and civil law. They 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
- DfE guidance 'Preventing and Tackling Bullying' (July 2018)
- 'Keeping Children Safe in Education' (July 2019)
- Childnet's 'Cyberbullying: Understand, Prevent and Respond: Guidance for Schools'
- Screening, searching and confiscation – Advice for Head Teachers, staff and governing bodies. DFE publication. (Updated 2022)

**EVERYONE IS ENTITLED TO FEEL SAFE AND SUPPORTED IN AN ENVIRONMENT
FREE FROM BULLYING**

Signed
Chair, Academy Improvement Board

Date