

Seva Education



Anti-bullying Policy

Date Agreed:	19.08.24
Agreed By:	The Seva Governing Body
Reviewed and Updated:	19.08.24: Executive Headteacher
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Policy Statement

Bullying damages lives. The aim of this policy is to provide students with a safe and secure working environment free from bullying and harassment.

It is recognised that all schools and colleges are likely to have a problem with bullying at some time. We aim to provide the means and opportunity for students to let us know if bullying occurs and the strategies to deal with it when it does.

The Aims of the Policy

This policy aims to produce a consistent response by Seva Education to any bullying incidents that may take place.

Introduction

Bullying can be defined as direct, indirect, physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim. It is usually conscious and willful, and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms - both physical and non-physical, either in combination or in isolation. Any bullying, whether physical or non-physical may result in lasting psychological damage to the individual. For the purpose of this policy, we will use this definition of bullying:

Bullying is a deliberately hurtful act by an individual or group, usually repeated over a period of time. It often involves an abuse of power or use of intimidation and can affect an individual or group. Bullying isn't when children and people of similar age and size find themselves in conflict, without an imbalance of power or use of intimidation.

Seva Education aims to provide a safe and calm environment that is free from disruption where learning is the primary focus, and where this anti-bullying and respect policy impacts positively. The ethos of Seva Education is based upon respect for self and others; and in developing a respect for difference and diversity and celebrating its contribution to our lives, we aim to reduce incidents of bullying.

Legislation

Seva Education has based its anti-bullying policy on the Equality Act 2010 and updates on protected characteristics. A key provision is the public sector Equality Duty whose three aims form the basis for this policy:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

Seva Education will not discriminate against, harass or victimise a pupil or potential students in relation to admissions, the way it provides education for students, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

Procedure

Recognising the Signs of Bullying

Bullying is deliberately harmful behaviour over a period of time. The school recognises that any pupil can be bullied but certain factors that can make bullying more likely are:

- a lack of close friends in the school
- shyness
- race, religion, sexual orientation or social class
- special educational needs, a disability or some other obvious difference, eg stammering, acne or other different physical characteristics.

Staff will suspect bullying is occurring if a pupil:

- becomes withdrawn and anxious
- shows a deterioration in his or her work
- starts to attend school erratically
- has spurious illnesses
- persistently arrives late at school
- prefers to stay with adults.

Preventing Bullying

The school will take every opportunity to demonstrate to students, through the curriculum and by example, that it is totally opposed to bullying.

All school staff will, wherever possible, intervene to prevent bullying incidents from taking place.

The school acknowledges that cyberbullying is very common, but it is usually difficult to detect. All staff will be watchful for signs of cyberbullying and refer to the school's cyberbullying policy when necessary.

Authorised staff are permitted to seize a mobile phone or other device and examine data or files. Parental consent is not required. If there are reasonable grounds to suspect that any material provides evidence that an individual has committed an offence, the material should be passed to the police.

The school will encourage students to report any incidents of bullying to a teacher or other adult at school. Students will be told that they may bring a friend with them if they wish. The school will ensure that all staff, students and parents are aware of the school's anti-bullying policy.

Dealing with Bullying Incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff who receive a report of a bullying incident from a pupil will:

- listen to the pupil's account of the incident
- reassure the pupil that reporting the bullying incident was the right thing to do
- make it clear to the pupil that they are not to blame for what has happened

- make a note of what the pupil says and record on CPOMS
- explain that the pupil should report any further incidents to a teacher or other member of staff immediately.

Staff will ask the pupil:

- what has happened
- how often it has happened
- who was involved
- where it happened
- who saw what happened
- what they have done about it already.

If there are concerns that a pupil is suffering or is likely to suffer significant harm as a result of bullying, it will be treated as a child protection concern and reported to the local authority's social care department.

Helping Bullies to Change

Staff will spend time to help students who have bullied others to change their behaviour. If a pupil is bullying others, staff will:

- talk to the pupil and explain that bullying is wrong and makes others unhappy
- discuss with the pupil how to join in with others without bullying
- talk to the pupil about how things are going at school, their progress and friends
- give the pupil lots of praise and encouragement when they are being kind and considerate to others.

Dealing with Serious Bullying

If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with under the school's behaviour policy. Sanctions can include:

- being removed from a group
- losing any break or lunchtime privileges
- having any item that might have been used for cyberbullying confiscated
- being excluded or suspended for a fixed period.

In the most serious cases, either a fixed term or in very serious cases permanent exclusion may be a sanction if the bullying:

- involves serious actual or threatened violence against another pupil
- amounts to persistent and defiant misbehaviour.

Bullying of Students with SEND

Research suggests that students with SEND needs are at particular risk of bullying. As all of our students have an EHCP and have additional needs then we have to be very aware that there could be a higher chance of students being bullied than in mainstream schools. Staff will need to ensure that students are supported to identify bullying both in and outside of the school. Our students may be particularly vulnerable to online bullying due to their needs.

The school will:

- ensure that all of our students are fully integrated into the life of the school
- ensure that all staff are aware of vulnerabilities of all students and understand their particular needs
- ensure that staff training covers the specific ways in which bullying affects the particular characteristics of our students
- use the curriculum to explore the issue of “difference” and give students the opportunity to explain to their peers what it is like to have their special needs or disability
- encourage a positive relationship and support for our parents of students
- assess any trends or patterns in incidents of bullying affecting students.

Recording Incidents

All incidents of bullying and discussions with the students involved will be recorded on CPOMS, along with the school’s response. Any instances of bullying will be immediately referred to a member of the senior leadership team via a notification from CPOMS followed up by a meeting with the staff that reported the incident.

Co-operating with Parents and Carers

The school will ensure that parents are aware of the school’s anti-bullying policy. The school will encourage parents who suspect that a child is bullying or being bullied to immediately contact the school and make an appointment to see the child’s teacher as soon as possible.

Parents and carers will be informed of incidents and involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

Safeguarding Children & Young People

Bullying incidents should be addressed as a child protection concern when there is ‘reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm’. Even where safeguarding is not considered to be an issue, Seva Education will work towards a resolution using its multi-disciplinary team.

Criminal Law

Although bullying itself is not a specific criminal offence in the UK, Seva Education understands that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If the school feels that there has been a crime committed, police assistance will be sought.

Bullying Outside School Premises

Seva Education has a responsibility to put consequences in place for students for poor behaviour outside the school premises. This can relate to any bullying incidents occurring anywhere off the school premises, such as on the school or public transport, outside local shops, or in the town centre.

Where bullying outside the school premises is reported to the school, it will be investigated and acted upon according to the school protocols. If appropriate the Police or local authority service will be informed of the actions taken by the school. If the behaviour could be considered as criminal behaviour or poses a serious threat to a member of the public, we will consult the Police.

Preventing Bullying

At Seva Education, we believe that preventing bullying is a key aspect of a positive environment. To do this, we:

- Create an ethos of good behaviour where students treat each other and the school staff with respect because they know that this is the right way to behave
- Involve parents and carers to ensure that they are clear that the school does not tolerate bullying, and that they are aware of the procedures to follow if they believe that their child is being bullied. Parents must feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the pupil and reinforces the value of good behaviour at home.
- Involve students so that all students understand Seva's approach and that they are clear about the part they play in preventing bullying, including when they themselves are bystanders
- Regularly evaluate and update our approach to take account of developments in technology.
- Clearly communicate potential consequences of bullying and ensure they reflect the seriousness of the incident, so that students see that bullying is not acceptable.
- Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. The school will also teach students that use of prejudice-based language is unacceptable
- Use specific organisations or resources for help with specific problems, drawing on the experience and/or where appropriate, anti-bullying organisations to deal with certain forms of bullying.
- Provide effective staff training so that all staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to solve problems, and where to seek support.
- Work with the wider community such as the Police and Children's Services where bullying is particularly serious or persistent, and where a criminal offence may have been committed. The school will also work with other agencies and the wider community to tackle bullying that is happening outside school
- Make it easier for pupils to report bullying so that they are assured that they will be listened to and incidents acted on. Students at Seva Education will feel that they can report bullying which may have occurred outside school including cyber bullying.
- Create an inclusive environment.
- Seva Education works to create a safe environment where students can openly discuss the cause of their bullying without fear of further bullying or discrimination
- Ensure that within the school curriculum there are varied opportunities for students to develop healthy attitudes towards differences, practice skills of empathy and experience restorative justice. This will be particularly in PSHE and citizenship, but will underpin all curriculum areas

- Seva Education will take the lead in developing this policy further.
- Use our values to teach students values that will empower them to be better members of our school and college, and their own local communities.

Roles and responsibilities of the Executive Headteacher, other staff and Governors

The Executive Head Teacher and Director of Education will ensure that:

- Staff are trained and know protocols for Anti Bullying and know what to do when observing or receiving information of bullying
- Staff record and report all instances of bullying
- Ensure immediate actions are taken to safeguard students/staff

Monitoring and Review

This policy is regularly monitored by the Executive Headteacher, Director of Education and Governing body to ensure that it is working as effectively as possible.

Linked Policies

Other policies which should be referred to include the following:

- [Behaviour.](#)
- [Acceptable Use.](#)
- [Cyberbullying.](#)