	Staffordshire University Academies Trust		Trust Policy Document			
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Policy Owner:	CEO		Page: **1 of 4**			
Audience:	Trustees ☑ Staff ☑ Parents ☑ General Public ☑		Students ☑		Local Academy Council ☑	

Anti-Bullying Policy

Trust ethos

At Staffordshire University Academies Trust (SUAT) we are committed to creating and sustaining a positive and inclusive environment for all students, staff and parents / carers which is free from discrimination.

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 SUAT Academies.

Aim

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied and to defend the right of every child and adult to be happy and secure in the Academies within the Trust.

The Trust aims to eliminate bullying by:

- Making students, staff and parents / carers aware of bullying, its definition and the procedures outlined in the policy.
- Creating channels for children to openly discuss their problems.
- Empowering children who are bullied to seek help or help themselves.
- Modifying the behaviours of bullies and victims.
- Having a proactive schemes of work throughout the Trust, encouraging principles of citizenship, openness and fair play.
- Including all members of staff, students, parents and Trustees in the practice, monitoring and effectiveness of this policy.
- Teaching individuals to help themselves and each other.

The long term aim of this policy is to reduce the number of students who experience bullying, through increasing awareness of this behaviour, the causes of bullying and its consequences for all who make up the Trust community. This policy also aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that all members of the Trust community know what they can expect from the Trust and what the Trust expects of them with regard to bullying.

Definition of Bullying

Bullying is defined as "Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally".
Safe to Learn: **Preventing and Tackling Bullying (2011)**

Childline note, however, that it can also be seen as any occasion where someone deliberately intimidates or harasses another. It is recognised that bullying can be between adults, adults and children as well as between children.

Specific types of bullying are:
- Related to race, religion or culture
- Related to special educational needs and disabilities
- Related to appearance or health conditions
- Related to sexual orientation

- Bullying of young carers, looked after children, or related to home circumstances
- Sexist or sexual bullying
- Cyberbullying

(Ref. Safe to Learn – Embedding anti-bullying work in Schools, DCSF: 2007)

Bullying includes: name-calling; taunting; mocking; making offensive comments; threatening; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; 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. Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others.

According to 'Kidscape' bullying:
- involves aggression (deliberate) and unequal power relationship; and
- results in pain and distress and is **persistent**.

Cyberbullying is a method of bullying rather than a type of bullying - including bullying by text message, via instance messenger services and social network sites, via email and via images or videos posted on the internet or spread by mobile phones.

Racial discrimination or stereotyping and discrimination of any kind for any reason is also considered bullying.

However, if two pupils of equal power, or strength, have an occasional fight, disagreement or quarrel this is not bullying.

Procedures to be followed when bullying is suspected

1. When a bullying incident is reported, those accused of bullying and witnesses of the incident will be invited to describe verbally to a member of staff what has taken place and this will be recorded. The student will also have the chance to write down their account of what has taken place.
2. Bullying incidents will be recorded in each Academy's 'Bullying Log' for future reference and all documentation to do with specific incidents will be filed in the student files.
3. Sanctions
   If a student either admits to bullying or it can be proved beyond reasonable doubt that they have taken part in this behaviour, then the following methods and sanctions can be used.

   - The incident will be reported to their parents and action will be agreed.
   - A restorative justice package may be used to ensure that issues are resolved.
   - At the secondary academy a student will be issued with a C5, which is an internal exclusion. This involves a student being isolated from their peers, social time at breaks being removed and a detention being sat the same day.
   - The student may be sent home pending a meeting with their parents.
   - A fixed-term exclusion may be put into place.
   - A permanent exclusion will be considered for extreme cases of bullying or repetitive bullying behaviour after earlier sanctions have been used.

4. Once the bullying incident has been resolved, and the victim of the bullying considers the matter closed, referral to an outside agency may be made where a support programme will be put in place for the person who did the bullying. The Trust recognises that people who bully have often been victims themselves.

5. Students at risk of exclusion as a result of continual bullying will have a Support Plan created, which will target internal and external support aimed at improving and stopping the behaviour.

Support for the victim
1. By offering them an immediate opportunity to talk about the experience with a member of staff.
2. By being reassured.
3. By offering continued support through the pastoral system.
4. Refer to multi-agency co-ordinator as appropriate.

Responsibilities

The Trustees will:
1. Determine the strategies and procedures.

The Principal will:
1. Their Academy participates in anti-bullying week through PHSE, assemblies and other activities.
2. Ensure that all staff have an opportunity of discussing and reviewing strategies.
3. Discuss development of the strategies with the Executive Team and make recommendations to Trustees.
4. Ensure appropriate training is available.
5. Ensure that the procedures are brought to the attention of all staff, parents and students; and
6. Report annually to the Local Academy Council (LAC).
7. Ensure that displays are renewed on a regular basis that reflect bullying issues.
8. Libraries have a wide range of books both fiction and nonfiction on issues related to all aspects of bullying. These will be made available for students and staff to borrow.

The Teaching Staff, Support Staff, Pastoral Support team (Secondary) by:
1. Initiating the immediate action deemed necessary.
2. Recording all allegations of bullying on the 'Bullying Log'.
3. Being involved in any agreed strategy to achieve a solution.
4. Liaising with staff and parents (as appropriate to their role).
5. Keeping their Line Manager informed of incidents.
6. Determining how best to involve parents in the solution of individual problems.
7. Organising resources and publicise the anti-bullying awareness pledge/campaign each year.

All Staff will:
1. Know the policy and procedures.
2. Be observant and to ask students what is happening to them.
3. Deal with incidents according to the policy.
4. Never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity.
5. Take an active part in the Anti-Bullying Pledge programme.

Parents/Carers play a vital role by:
1. Stressing to their child the importance of social behaviour and that it is never appropriate to use physical violence or verbal abuse.

2. Valuing and recognising their role in shaping children's attitudes and life-long learning experiences by actively endorsing and supporting this policy.
3. Reporting any misgivings, they have concerning bullying.
4. Recognising their impact on children's self-esteem.

Students will:
1. Be encouraged to tell anybody they trust if they are being bullied.
2. Be invited to tell us their views about a range of academy issues, including bullying, through regular questionnaires and pupil conferencing.

Outside Agencies:
Certain professional bodies will be invited to speak to the children, such as the police, Barnardos, NSPCC, as the opportunities arise. Drama productions will also be presented, where the opportunity arises, focussing on anti-bullying issues.

Monitoring and Evaluation
1. A review of the combined 'Bullying Logs' will be completed annually which will inform future policy.