



David Ross Education Trust

Broadening Horizons

DRET Anti Bullying Policy

Introduction

The David Ross Education Trust (the Trust) is committed to creating and sustaining a safe, positive and inclusive environment for all pupils/students, staff and parents/carers. We believe that all pupils/students, staff and parents/carers have the right to be protected from bullying and abusive behaviour.

Policy			
Version	Date Approved by Trustees	Date Released to Academies	Next Review Date
V1.0	28 June 2016	1 September 2016	January 2018

1. Purpose

1.1 This policy aims to ensure that all those connected with the Trust are protected from bullying behaviour. Whilst no academy can guarantee there will be no bullying of any kind whatsoever, the ongoing and long-term aim of the policy is to reduce the number of students who experience bullying through increasing awareness of this behaviour, its causes and consequences in the pupils/students, staff, parents and carers who make up the Trust community, and to help students find and put into practice a series of solutions to the problem of bullying.

1.2 The policy will 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 will be clearly set out by each academy so that all members of the Trust community know what they can expect from the academies, and what the academies expect of them, with regard to bullying.

1.3 Bullying is when one or more people physically, emotionally or psychologically hurt or cause harm to a person who is in a weaker position than him/her/them, and so is less able to defend himself/herself. Bullying usually happens over a period of time, and consists of a series of different incidents.

1.4 Different types of bullying include:

Physical – hitting, kicking, spitting, tripping someone up, stealing/damaging someone’s belongings, etc.

Verbal – name-calling, insulting a person’s family, threats of physical violence, spreading rumours, constantly putting a person down

Emotional/psychological – excluding someone from a group, humiliation

Racist – insulting language/gestures based on a person’s actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.

Sexual – sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact

Homophobic – insulting language/gestures based on a person’s actual or perceived sexuality, name-calling, graffiti, homophobic violence

Electronic – bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites

1.5 Bullying is the abuse of power by one person over another. All of the types of behaviour listed above are unacceptable and will not be tolerated at the Trust’s academies.

1.6 Bullying is not an inevitable part of academy life. Bullying is a behaviour in which individuals make choices about how to act in order to damage others. The Trust’s academies will challenge such choices wherever they are encountered and sanctions, depending on the severity of the offence, will be enacted against those who bully others. Students/pupils and staff are expected to act in principled, caring and reflective ways.

1.7 The causes of bullying are complex and those who bully often cite their own experience of being bullied when trying to explain their behaviour. Whilst such experience will elicit sympathy and support from the pastoral staff charged with dealing with an offence, it is not a justification for bullying others and will not exempt bullies from responsibility for their actions.

1.8 Principles for handling bullying:

- When bullying is reported it will be taken seriously
- Staff will work with the young person who is being bullied to help them feel safe and find responses to bullying that work (e.g. Arranging for the pupil/student to be escorted to and from the academy premises)
- Staff will work with the young person or people who are bullying to change the bullying behaviour
- Wherever possible, staff will work with the parents/carers of any student who is being bullied to support and encourage that pupils/student in finding solutions to the bullying

- Wherever possible, staff will work with the parents/carers of any student who is bullying to support and encourage that student in finding alternatives to the bullying behaviour
- Staff will try to involve staff from outside agencies (e.g. Connexions, the area Youth Offending Team, etc.) in supporting students who are experiencing bullying or who are bullying as appropriate
- Excluding students from an academy is a last resort. If particularly serious victimisation, abuse and intimidation, or physical bullying against any other person belonging to the Academy community is reported, those students who carried out the bullying will be dealt with in line with the behaviour policy for that Academy. This may include being excluded while the allegation is investigated and solutions are sought. If the solutions have no effect, or if the bullying was so severe that it would be harmful to the rest of the Academy community to allow the excluded student to return to the Academy, he/she may have to be permanently excluded.

1.9 Commitment from the Academy, we will:

- Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme
- Deal quickly, firmly and fairly with any complaints, involving parents/carers where necessary
- Review the Anti-Bullying Policy and its degree of success

2. Procedure

2.1 Recording of Incidents this will be agreed by each academy.

Any instances of bullying will be recorded by the Academy. Each Academy will maintain an Incident File, which is held in a secure location, and will include any records of bullying incidents. Should the incident not be quickly dealt with, then a separate log will be maintained. A senior member of staff will be responsible for maintaining the recording system and analysing any apparent patterns.

2.2 Resources

Example Disciplinary Steps

- the bully(ies) will be warned officially to stop offending
- the bully's parents/guardians/carers will be informed
- The bully may be excluded from the academy premises at break and/or lunch times
- It may be arranged for them to be escorted to and from the academy premises
- If they do not stop bullying they will be excluded for a minor fixed period (one or two days)

2.3 The Director of Academic Studies will review this policy at least every year and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.

2.4 This policy does not form part of any employee's contract of employment. The Trust may alter or adapt this policy, and any components of it, at any time provided it notifies the Chair of the Local Governing Bodies.