



# **DAYSPRING TRUST – NOW NORTHERN LIGHTS LEARNING TRUST**

## **Venerable Bede CE Academy Anti-bullying policy**

Northern Lights Learning Trust (NLLT) have adopted all policies pertaining to Dayspring Trust – Ian Ramsey CE Academy and Venerable Bede CE Academy – from 1 February 2023 and will be reviewed in due course.

Ratified by: Executive Headteacher  
Date of review: Autumn Term 2022  
Date of next review: Autumn Term 2025

The Dayspring Trust aims to serve its community by providing an education of the highest quality within the context of Christian faith and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils. We believe that our Christian values spring from the two great commandments, 'Love God and love your neighbour'. We seek to live this out through the power of the Holy Spirit. St Paul reminds us in Galatians 5.22-23 that the fruit of the Spirit is "Love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control". These are also underpinned by the Old Testament injunction to "Do justly, love mercy and walk humbly with our God" Micah 6.8. These values rooted in the Christian Faith come as a package and we aim to embed them in the life of our academies in a worked out way. We recognise that at times we may highlight particular values to bring them into greater prominence within our academies and these are currently the five values of Forgiveness, Hope, Joy, Perseverance and Wisdom. We believe these values to be in accordance with British values springing from our Judeo-Christian roots. Collective worship will play a major and vital part in assisting with this process of embedding these values in the life of our academies.

The Multi Academy Trust Members and Directors are aware of their responsibilities in law and are committed to the provision of an excellent education within its academies in accordance with our Anglican foundation. This is embraced in our Dayspring Trust vision statement:

- **Forge a supportive and challenging family of academies**
- **Provide excellent education within a strong Christian community**
- **Resource our pupils for wise and generous living**

In addition, each academy also has its own distinctive mission statement, flowing out from the vision statement of the Dayspring Trust.

**At Ian Ramsey CE Academy:**

"Together to learn, to grow, to serve."

This is embodied in scripture:

*'Each of you should use whatever gifts you have received to serve others, as faithful stewards of God's grace in its various forms.'* 1. Peter 4.10

**At Venerable Bede CE Academy:**

"Soar to the heights together"

This is embodied in scripture:

*'But those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint.'* Isaiah 40:31

This policy has been developed to take into consideration our ethos as well as local and national policy and guidance.

## DAYSPRING TRUST ANTI-BULLYING POLICY

***“Everyone is an insider, there are no outsiders – whatever their beliefs, whatever their colour, gender or sexuality” – Archbishop Desmond Tutu***

### RATIONALE

Every member of the community of each Trust academy has the right to learn and to realise his or her true potential in all aspects of academy life free from humiliation, intimidation and abuse. Each Trust academy is an anti-bullying academy, meaning that we do not tolerate any form of bullying and all incidents of bullying are taken very seriously. We are committed to providing a climate where every member of our school is equally valued, “treated in a way that accepts that we are individuals and have separate needs” and are “provided with a safe environment to learn and to teach”

### THE PURPOSE OF OUR ANTI-BULLYING POLICY

The purpose of our anti-bullying policy is to develop within our community the concept of ‘Christian love’, thinking of others before ourselves, while instilling and reinforcing our core values.

**Joy** – To enjoy our time in school and with us.

**Forgiveness** – To recognise that all of us make mistakes and that we must be able to learn from and move on from these

**Wisdom** – To be honest and truthful to ourselves and others, to say what we mean and do what we say. To be concerned for others who are in difficulty and who are hurting, and to care for those around us

**Perseverance** – To do what is right, even though it might be difficult or frightening, to face our fears and to find ways of overcoming them to work for the good of the school and for local, national and global communities.

**Hope** – To believe that doing what is right and maintaining positive relationships enables the community to be a better place for all.

**In addition, this policy aims to:**

- Demonstrate that as a school we will not tolerate bullying
- Give clear guidelines to pupils, staff and parents/carers.
- Provide clear procedures for acting on any report of bullying.
- Enable the governing body to respond to recent legislation and best guidance in the field of equality of opportunity.
- Create a climate of openness, support and mutual respect
- Enable staff to maintain a consistent approach in response to reports of incidents of bullying.

## **STATEMENT OF POLICY**

Venerable Bede CE Academy believes that bullying and prejudice related incidents, whether between pupils(s) and pupil(s), adult and pupil(s), or adult and adult, are inappropriate social interactions which can have long-term damaging effects upon both the victim and the perpetrator.

We are committed to implementing the requirements of the equality Act (2010), which covers seven “protected characteristics”:

- Disability
- Race
- Pregnancy and maternity
- Race (Ethnicity)
- Religion or belief
- Sex
- Sexual orientation (including incidents of; biphobic, transphobic and homophobic language)

The emotional distress caused by a bullying and/or prejudice related incident in whatever form, can lead to lateness and concerns with attendance, thereby leading to the inevitable lack of achievement and development of a pupil.

Venerable Bede CE Academy recognises that the ethos and atmosphere of the academy can affect the amount of bullying that occurs. In developing our whole school policy on bullying and prejudice related incidents we are aware of the importance of the following:

- Encouraging a listening, telling and believing environment where the concerns of the individual are taken seriously and dealt with appropriately.
- Encouraging the view of the academy as a community where each individual has an important and valued role to play.
- Promoting and encouraging mutual respect.
- Adults providing good role models of behaviour for pupils.
- Consistent use of clearly defined procedures for dealing with any inappropriate behaviour.
- Providing a positive learning and teaching environment and appropriate curriculum for all pupils.

Venerable Bede CE Academy seeks to provide a safe and positive environment in which young people can develop and grow, making full use of the range of opportunities available to them.

At Venerable Bede pupils and the adults working with them are entitled to be treated with respect and understanding. They should be able to participate in any activity free from intimidation, bullying and harassment.

Venerable Bede CE Academy will:  
Actively listen to our pupils.

Act appropriately on information received.

\* Have a safe environment where all can learn without anxiety and measures are in place to reduce the likelihood of bullying events.

\* Ensure a consistent academy response to any bullying incidents that do occur.

\* Ensure the whole academy community are aware of our opposition to bullying and we make clear each person's responsibilities with regard to the reduction of bullying in our academy.

### **Objectives and Principles of the policy**

At Venerable Bede CE Academy we ensure that all pupils have somebody they trust to talk to. Pupils are encouraged to tell the truth and help each other, and this ethos is prominent in PD, the School Council, through work with the Anti-Bullying group (Bully Buddies), as well as subjects across the curriculum. Support staff are available to address bullying concerns and the academy has a designated anti-bullying coordinator and dedicated pastoral team.

### **VENERABLE BEDE'S DEFINITION OF BULLYING**

Bullying is defined as:

"Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe."

Central to the definition of bullying are the extent and motivation of the perpetrators, which

will primarily be to exert power over another in order to cause distress. They often operate behind a “wall of fear” and therefore can easily escape detection if bullying is not reported. Therefore, we must create a culture arising out of a listening and reporting ethos, within a safe environment.

### **Forms of Bullying:**

Bullying can include, but is not limited to; verbal abuse, name calling, threatening, humiliation, playing tricks and pranks, spitting, hitting, pushing, jostling and “accidentally” bumping into someone, exclusion of people from groups, damaging or taking belongings, malicious messages via text and cyber-bullying (text messaging, emailing, internet), comments about sexual orientation, gender variant bullying, comments related to SEND (special Education Need or Disability), racism, spreading hurtful or untrue rumours, or bullying based upon having a lower socio-economic status.

As an academy we like to use the “VIP” acronym when talking about the types of behaviours associated with bullying:

- **Verbal**
- **Indirect**
- **Physical**

### **Vulnerable groups:**

At Venerable Bede CE Academy, we acknowledge that some groups of pupils may be more vulnerable to bullying than others. Pupils with SEND (Special Education Needs and Disabilities), who have a different faith, religion or skin colour, or those with families who have a lower socio-economic status (relative to the community or nationally), may be more likely to experience bullying. Therefore, as a school, it is our priority to ensure measures are put in place to educate pupils to deter this from happening. Such measures include workshops promoting inclusiveness, tolerance and respect, PE lessons and break and lunchtime to periods to allow for social development and friendship development and conflict resolution.

### **Recording, reporting and responding of incidents of bullying:**

At Venerable Bede CE Academy we recognise bullying is usually part of a pattern of behaviour rather than an isolated incident. We are aware of this, and our pupils are encouraged to report any bullying to the academy designated Anti-bullying Coordinator, their Form Tutor, Head of Year, Assistant Head teacher for Pastoral or any trusted adult via a paper copy of the Anti-Bullying form located in each room or the electronic Anti-Bullying form on the Anti-Bullying Hub on the academy website.

All staff will be alert to the signs of bullying and alleged bullying incidents and act promptly and firmly. We are more than aware that pupils see failure to respond to incidents or allegations as tolerating bullying.

Bullying incidents will be coordinated and logged by the pastoral team. At all stages documentation must be clear and confidential and filed by the appropriate Head of Year and or pastoral manager onto CPOMS, where a record is maintained as our bullying log.

When an incident or an alleged incident is observed or reported, the victim must be listened to in an appropriate setting where every effort will be made to establish the facts. An outline of the facts must be carefully recorded on a formal bullying record.

The member of staff involved must pass on the record of the incident to the appropriate Head of Year and the Anti-bullying coordinator as soon as possible after the event.

The Head of Year should interview the individuals involved and allow them to provide an independent written account of the incident.

If it is agreed that bullying has occurred (via the weekly pastoral team meeting), then the parents must be informed of the serious nature of the offence. In serious cases, suspension is the required sanction. This course of action will only take place when all the facts have been established and discussed by the Deputy Head Teacher Pastoral and the Assistant Head Teacher along with the Pastoral Support Team. Repeated or serious cases could result in a permanent exclusion. (See “Child Experiences Bullying Behaviour” Flow diagram –Appendix 1)

### **Mobile Phone Policy:**

At Venerable Bede CE Academy we acknowledge the widespread ownership of mobile phones and communication devices. These devices can be valuable and render the pupil to theft. Mobile phones also make pupils objects of envy which could have implications with regard to bullying. Use of phones/devices with integrated cameras could also lead to child protection and data protection issues with regard to inappropriate capture, use or distribution of images. At Venerable Bede, we accept parents and carers give their child mobile phones to protect them from everyday risks involving personal security and safety. There is also increasing concern about pupils walking to and from school. It is recognised that providing a child with a mobile phone/communication device doesn't make them safe. It does, however, give parents/carers and pupils reassurance that they can contact each other if they need to speak **urgently**. During academy times, pupils' mobile phones must be kept switched off at all times. Furthermore, the school reserves the right to confiscate and check phones should there be a concern regarding bullying.

Further information regarding the use of mobile phones and communication devices can be found in the Behaviour, Discipline, Suspension and Permanent Exclusion policy, a copy of which is available on the academy website.

### **Online Safety Policy:**

Should a child encounter cyber-bullying of any kind, they should inform an adult straightaway (using the report now button on the Anti-Bullying Hub on the school website or via the Anti-Bullying form located in every room in school). The issue can then be investigated further.

Further information on mobile phones and communication devices can be found in the Online Safety Policy, a copy of which can be obtained on the school website.

## **Curriculum and raising awareness**

The Dayspring Trust are very proactive. As an academy we do the following to ensure that pupils feel safe and Anti-Bullying is openly discussed:

- Collective worships
- Year Group Specific worships
- PD program – including the awareness of British Values
- Parents evenings
- General Class/pupil management
- Our Code of behaviour – three simple rules: “Ready, Respectful, Safe”
- Behaviour policy
- Home/school links
- Anti-bullying week and events
- Advertising around the school
- Anti-Bullying lead and Pupil support group
- School counselling support
- School Council

Our curriculum also promotes Anti-Bullying across some subjects via:

\*Reading literature/stories which reinforce the topic.

\*Investigating current affairs during form time.

\*Form time activities based specifically on the impact of bullying and bullying behaviours.

\*Worships which promote our Christian values and foster positive relationships with one another.

## **Venerable Bede and the Dayspring Trust expect that:**

- All members of our community are alert for the signs of bullying and prejudice related incidents
- The issue of bullying should be discussed openly and regularly
- Strong education programs are embedded in the curriculum to ensure that students and staff understand the mechanisms for reporting incidents.
- Close links should be developed and strengthened with our external agencies which might help reduce bullying behaviour
- Members of our community should be committed to taking effective and appropriate action in dealing with bullying and prejudice related incidents
- Appropriate mechanisms are in place to support victims and investigate incidents
- Appropriate counselling, training and support to re-educate perpetrators where needed.

## **Procedures**

All members of our community are entitled to work in an environment that meets their individual needs and develops them to their full potential.

All members of our community are entitled to full access to a broad and balanced curriculum that reflects our ethos and values and celebrates diversity within the academy



and within society locally, regionally, nationally and internationally.

**All** pupils at the Venerable Bede CE Academy have the right to enjoy school life to the fullest possible extent and have equality of access to the curriculum in order to benefit from the education we offer. Consequently, we will endeavour to create a learning environment which is safe and caring; provides challenges, without being threatening, encourages pupils to feel secure, values their opinions and involves them, where appropriate, in the determining of school rules and policy; showing an awareness of their needs and always attempt to meet them.

## **COMPLAINTS**

Parents and carers are always able to talk to someone regarding their child's safety, their first point of contact should be the child's Form Tutor or Head of Year.

Should a parent feel dissatisfied with any response to an issue of bullying, complaints should be directed to Assistant Head-Teacher Pastoral in the first instance or the SENDCO should the child have Special Education Needs.

In the event that a parent continues to feel that their complaint has not been adequately addressed please refer to the Trust's complaints policy found on the Web Site.

## **SIGNS TO LOOK OUT FOR**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child exhibit any of the following signs:

- **A change in attendance pattern.** The pupil may indicate a reluctance and fear of travelling to school or being present in an environment which is threatening to them.
- **A notable variation in the quality of work produced and work patterns.**
- **Lower levels of concentration.** The pupil seems unsettled
- **Inappropriate behaviour.** The pupil behaves immaturely with a negative tone
- **Changes in behaviour** such as becoming withdrawn, quiet, moody and uncooperative or anxious and lacking in confidence
- **Requests to seek medical attention** or feigns illness
- **Acts over-emotionally** and may cry easily
- **Requires money more frequently**
- **May exhibit cuts, bruises and pain** without a reasonable explanation
- **A change in eating patterns.** The pupil may refuse to eat, or binge eat

- **Leaving clubs** or previously enjoyed activities
- **Starts stammering**
- **Comes home** with clothes torn or books damaged
- **Becomes** aggressive, disruptive or unreasonable
- **Is bullying** other children or siblings in the family
- **Is afraid** to use the internet or mobile phone
- **Is nervous** or jumpy when a cyber-message is received.

## HOW DO WE TACKLE BULLYING?

### GUIDELINES FOR PUPILS

What to do if you think you are being bullied. You can use anyone, a few or all of these tactics:

- **Responsibility** - Stay with groups of people;
- **Integrity** - Talk to your friends about it and say 'no' to the bully;
- **Responsibility** - Only go into places where bullying happens if you have some friends or an adult near you.
- **Responsibility** - Refer to the anti-bullying guidelines and the academy website;
- **Have courage** - Tell a teacher;
- **Have courage** - Tell a parent/carer;
- **Have courage** - Tell any other adult you trust;
- **Responsibility** - Talk to one of the year 11 anti-bullying monitors who will help you to overcome your concerns during lunchtime.
- **Have courage** - If the bullying continues, report, report, report! If the action taken in the first instance hasn't worked, rest assured, another form of action will be taken until the issue is resolved.

- **Compassion** - Tell someone if you know that someone else is being bullied;
- **Have courage** - Try not to show you are upset, which is difficult;
- **Have courage** - Try to appear confident;
- **Have courage** - If you feel threatened walk away and report the incident
- **Respect yourself** - If you are different in some way be proud of it! It is good to be an individual;
- **Respect yourself** - Tell yourself you don't deserve to be bullied;

## **GUIDELINES FOR PARENTS/CARERS**

**If your child reports to you that he/she is being bullied, we suggest the following action:**

- Talk with your child about his/her experiences
- Make a note of what your child says and reinforce any of the above advice for students
- Reassure your child that he/she has done the right thing by reporting it
- Encourage your child to tell a teacher. If not possible, contact your child's Tutor, Head of Year or Pastoral Manager

## **IMPORTANT WEBSITES AND ORGANISATIONS OFFERING HELP AND SUPPORT**

If you do not want to speak to someone you know but need help and advice, you can:

- Ring Childline free and confidentially on Tel: 0800 1111
- Contact Connexions - Speak to an adviser free and confidentially by phone, Tel 080800 13 219, by Email, text, online web chat or mini-com by visiting [www.connexions-direct.com](http://www.connexions-direct.com)

### **Websites offering help and advice:**

- [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- [www.kidscape.org.uk/](http://www.kidscape.org.uk/)
- [www.childline.org.uk/](http://www.childline.org.uk/)
- [www.dfes.gov.uk/bullying/](http://www.dfes.gov.uk/bullying/)
- [www.need2know.co.uk/beatbullying/](http://www.need2know.co.uk/beatbullying/)
- [www.connexions-direct.com](http://www.connexions-direct.com)
- [www.nspcc.org.uk](http://www.nspcc.org.uk)
- [www.stoptextbully.com](http://www.stoptextbully.com)
- [www.beyondbullying.com/](http://www.beyondbullying.com/)
- [www.bbclic.com/](http://www.bbclic.com/)
- [www.bullying.co.uk](http://www.bullying.co.uk)
- [Mental Health Support through Kooth](http://www.mentalhealthsupportthroughkooth.com)

### **Monitoring and reviewing our policy:**

At Venerable Bede CE Academy we recognise the need to regularly monitor and evaluate our policy to

ensure it is being consistently applied. Any issues identified will be incorporated in the academy's action plan and acted upon. Issues which may prompt a review of the policy include:

- \*An increase in the number of reported incidents of bullying.
- \*Analysis of the pupils "Safe to Learn" surveys which are completed termly.
- \*Pupil absence which is thought to arise because of bullying.
- \*Complaints and compliments received from parents/carers.

A paper copy of this policy can be obtained via the school office or an electronic copy is available via the academy website

<https://www.venerablebede.co.uk/key-information/policies>

#### **Comments from parents/carers:**

If any parents or carers have any comment about this policy, their first point of contact should be the child's Form Tutor or Head of Year. Parents and carers are able to phone to speak to their child's form tutor or Head of Year; as all staff teach, they will endeavour to call you back as soon as possible.