



Nene
Education
Trust

Anti Bullying Policy Policy 45

Document Management Information

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Policy Lead:	Trust Safeguarding Lead
Approval by:	CEO
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Revision History

Document version	Description of Revision	Date Approved
V1	New Policy	Autumn 2020
V2	Updated to cover secondary and primary and to reflect use of Arbor.	Spring 2022

NET Anti-Bullying Policy

Bullying and bullying behaviours, particularly if these behaviours are left unaddressed, can have a significant impact on an individual's emotional well-being and health. Bullying can have life-long lasting effects on the individual beyond their school years.

The Nene Education Trust takes all concerns around bullying and bullying behaviours very seriously and are pro-active in ensuring our schools are safe and disciplined environments where children feel safe to learn and grow.

This policy outlines our Trust's policy on addressing any concerns around bullying and individual schools within our Trust may include appendices relevant to the local context of their school.

This policy is based on DfE guidance [Preventing bullying - GOV.UK \(www.gov.uk\)](http://www.gov.uk) & supporting documents. It also takes into account the DfE statutory guidance [Keeping children safe in education - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

The policy has also regard to [Working together to safeguard children - GOV.UK \(www.gov.uk\)](http://www.gov.uk) and [Behaviour and discipline in schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

1) Policy objectives:

- This policy outlines what the schools within Nene Education Trust will do to prevent and tackle all forms of bullying.
- Nene Education Trust is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.
- Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

2) Links with other Trust or school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Safeguarding & Child Protection policy
- Acceptable use policy

3) Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006
- The Education (Independent School Standards) Regulations 2014
- The Equality Act 2010
- The education Act 1996
- Children and Families Act 2014
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- The Communications Act 2003
- Public Order Act 1986

4) Responsibilities

It is the responsibility of:

- the Principal of each school within our Trust to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- our School Governors (LABs) to take a lead role in monitoring the implementation of this policy.
- all staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- our Parents/Carers to support their children and work in partnership with the school.
- our pupils to abide by the policy.

5) Definition of bullying

Bullying is “behaviour by an individual or a group, **repeated over time** that intentionally hurts another individual either physically or emotionally”.

DfE “Preventing and Tackling Bullying”, July 2017

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially

isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

DfE "Preventing and Tackling Bullying", July 2017

6) Trust Ethos

The Nene Education Trust schools recognises that bullying behaviours, especially if left unaddressed, can have a devastating effect on an individual's well-being. Bullying can have such a profound effect on an individual that it can affect a person's health and well-being which may lead to serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our staff and children can learn and grow in a safe and disciplined environment, and can fulfil their potential.

Our Trust schools commit to:

- Monitoring and reviewing the effectiveness of our anti-bullying policy and practice on a regular basis.
- Supporting staff to promote positive relationships, to help prevent bullying.
- Recognising that some members of our community may be more vulnerable to bullying and its impact than others and will provide effective strategies to support others to prevent the bullying from happening.
- working closely with our children and monitor behaviour to be readily available to respond to bullying behaviour appropriately.
- Enabling our pupils to be confident that bullying concerns will be dealt with sensitively, effectively and promptly.
- Recording and documenting any bullying concerns parents, carers or children may have.
- Reporting back to parents/carers regarding concerns on bullying and dealing promptly with complaints.
- Seek to learn from good anti-bullying practice elsewhere.
- Utilise support from the Local Authority and other relevant organisations when appropriate.

Bullying can take many forms and can be directed at children and adults because of a person's religion, gender, sexuality, disability, appearance, ethnicity or race. The Nene Education Trust are committed to their staff having up to date training and knowledge and a sound understanding of what Bullying is and the forms in which it may be presented.

Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- doesn't want to go on the school/in the taxi

- begs to be driven to school
- changes to their usual behaviour
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering