



YAVNEH COLLEGE ACADEMY TRUST

ANTI-BULLYING POLICY

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This policy applies to both Yavneh College and Yavneh Primary School

1. Statement of Intent

Yavneh College Academy Trust (YCAT) are committed to ensuring that all pupils learn in a supportive, caring and safe environment, with out fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

2. Definition of Bullying

Bullying is defined as the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none">• Racial• Faith-based• Sexist• Homophobic/biphobic• Transphobic• Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. sex, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching

TYPE OF BULLYING	DEFINITION
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Bullying can therefore constitute any of the above activities within the context of the definition provided. Bullying may occur to anyone and this policy is inclusive of the bullying of school staff, whether by pupils, parents or other staff. (Members of the school workforce suffering from or concerned about bullying may also contact their trade union or professional association for support and advice).

Bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

3. Policy Aims

All pupils, parents, staff, governors and trustees should have an understanding of what bullying is.

Staff, governors and trustees should follow the school policy when bullying is reported or suspected.

All pupils and parents should know what bullying is and inform a member of staff if bullying arises.

The Yavneh Schools will always take bullying seriously. We use a range of proactive and reactive strategies to combat and prevent bullying.

4. Reporting Procedures

If bullying is suspected or reported, the incident will be taken seriously and dealt with as quickly as possible by the member of staff who has been approached. A clear account of the incident will be recorded and passed to the class teacher (YPS) or Head of Year (YC).

The class teacher / Head of Year will investigate the incident by interviewing all concerned and record outcomes on the CPOMS files of those involved.

Teachers will be kept informed and, when appropriate, asked to monitor the behaviour of the pupils concerned.

Parents will be kept informed and are discouraged from taking matters into their own hands and should not approach a suspected pupil, but speak to a member of staff.

Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy to address the situation and to support the bullied pupil according to the particular incident/s.

Pupils who are victims of bullying will be offered the opportunity to discuss their experience with their class teacher / Form Tutor or another member of staff and be offered support to restore self-esteem and build confidence.

Pupils who have bullied will be helped by; discussing what happened, discovering why the pupil became involved and establishing a sense of wrong-doing. Parents/carers will be informed to help change the attitude and behaviour of the pupil.

In agreement with all parties involved, there will also be the opportunity to rebuild relationships, involving a discussion mediated by a member of staff as a way of resolving disputes.

Disciplinary steps may be taken inline with the schools' Behaviour Policy.

5. Prevention

YCAT take bullying seriously. We use a range of proactive strategies to prevent bullying. These include;

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- Use of curriculum opportunities, in particular PSHE classes where issues of diversity are discussed and anti-bullying messages are drawn out.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying e.g. Anti-Bullying Week.
- Whole school assemblies.
- Pupil surveys.
- Discussions and pupil led campaigns via the JLT and Kavod Committees.
- Improved supervision in potential problem areas.
- Peer mentoring and Buddy schemes.
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school.

6. Development, Monitoring and Review

We plan to:

Monitor, evaluate and review our anti-bullying policy on a regular basis via the Executive Leadership Team of the Yavneh Schools.

Support staff in identifying and tackling bullying appropriately.

Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively and seek feedback from pupils via the JLT and annual pupil surveys.

To learn from anti-bullying good practice elsewhere and utilise relevant statutory/voluntary organisations when appropriate.

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NOTE:

This policy should be read in conjunction with:

The Equality Act
Keeping Children Safe in Education
The school Equality and Diversity Policy
The School Behaviour Policies

This policy will be reviewed every two years or earlier if necessary.

Date: Autumn 2022

Date of review: Autumn 2024