Grace Academy Coventry

Anti-Bullying Policy

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1. Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying otherwise also known as child-on-child abuse of any kind is unacceptable at our Academy. If bullying does occur, all students should be able to "call it out" and know that incidents will be dealt with promptly and effectively. We are a **telling** Academy. This means that anyone who knows bullying is happening is expected to tell a member of staff.

2. Objectives of this Policy

- All governors, teaching and support staff, students and parents should have an understanding of what bullying (child on child abuse) is.
- All governors, teaching and support staff should know what the Academy policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the Academy policy is on bullying and what they should do if bullying occurs.
- As an Academy we take bullying seriously. Students, staff and parents should be assured that they will be supported when bullying is reported.
- **Bullying will not be tolerated.**

3. What is Bullying?

Bullying is repeated, intended to hurt someone either physically or emotionally and is often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Bullying results in pain and distress to the victim. This is a direct conflict with a specific target and therefore although victim is used throughout this policy this may be interchanged with the word target.

Bullying can be:

- Emotional – being unfriendly/excluding/tormenting (e.g. hiding books/threatening gestures).
- Physical – pushing/kicking/hitting/punching/any other use of violence.
- Racist – racial taunts/graffiti/gestures.
- Harmful Sexual Behaviour including Sexual harassment (such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse.) and Sexual violence– such as rape, assault by penetration and sexual assault
- Homophobic – because of or focusing on the issue of sexuality.
- Sectarian – sectarian taunts/graffiti.
- Verbal – name calling/sarcasm/spreading rumours/teasing
- Cyber – all areas of the internet, such as email & social networking. Threats via mobile (texts/calls). Misuse of associated technology i.e. camera/video facilities.

  And other forms of Child on Child abuse to include:
- Upskirting - which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.
- Sexting (also known as youth produced sexual imagery)
- Initiation/hazing type violence and rituals.

4. Why is it Important to Respond to Bullying?

Bullying hurts, nobody deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to be educated about the negative impacts and will require support and interventions to learn different ways of behaving.

In line with Safeguarding and Child Protection the Academy makes it clear that Child-on-Child abuse should never be tolerated or passed off as 'banter' or part of growing up. Child-on-Child abuse may include sexting and other forms of online and social media interaction between students. Child-on-Child may be between males or females and could reflect gender issues.

The Academy has a responsibility to respond promptly and effectively to issues of bullying which occur within the Academy.

Where there are concerns regarding sexual violence and sexual harassment between students the statement of procedure should be followed.

5. Signs and Symptoms

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

- is frightened of walking to or from school
- doesn't want to go on the school/public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn/anxious or lacking in confidence
- starts stammering
- attempts or threatens running away
- attempts or threatens suicide
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or damaged books
- has possessions which are damaged or 'go missing'
- asks for money or starts to steal money (for the bully)
- has dinner or other monies continually 'lost'
- has unexplained cuts/bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive/disruptive/unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong

- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous/jumpy when a cyber message is received

These signs and behaviours could indicate other problems but bullying should be considered a possibility and should be investigated.

6. Procedures

- Report bullying incidents to staff (you can also use our worry and student concern box or email address)
- All incidents reported will be recorded by staff
- In serious cases, parents should be informed and will be asked to come in for a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully/bullies change their behaviour
- Support will be offered to the victim of bullying
- Sanctions issued and follow up actions taken which may include loss of free time, a change of class/band, a period of time in the reflection room, suspensions or any other sanction the Academy deems appropriate
- Bullying warnings will be issued and logged on CPOMS as well as a cohort spreadsheet, to ensure Heads of Year can track patterns of bullying behaviour and implement timely interventions
- Bullying outside Academy premises to such an extent as is reasonable will be investigated and acted upon

The Academy's view is that parents should be monitoring their child's use of the internet outside of the Academy. However, if the Academy becomes aware of serious abuse of a student or a member of staff on the internet, the Academy may contact parents and take disciplinary action, even if the offence occurred outside of the Academy. Outside agencies may be involved if the internet abuse is a civil matter and the victim decides to press charges.

Consideration must also be given to the Safeguarding and Child Protection Policies, the Equality Act 2010 and Keeping Children Safe in Education 2025

7. Outcomes

- The bully/bullies may be asked to genuinely apologise. Other consequences may take place by applying disciplinary measures.
- Bullying warnings will be issued and logged on CPOMS/Cohort Tracker
- Students may be placed in the Pupil Reflection Room
- In serious cases, suspension or permanent exclusion will be considered.
- If possible, the students will be reconciled.
- Support will be offered.

- Contact with home.
- After the incident(s) have been investigated and dealt with, each case will be monitored to ensure the bullying is not repeated.
- Intervention to educate the students and prevent future bullying incidents.

8. Prevention

We will use various methods for helping children prevent bullying. As and when appropriate, these may include:

- Ensuring that students are familiar with the Academy's rules and the Academy values
- Signing the Academy Charter and Anti-bullying charter
- Ensuring students are being actively taught and are embodying "The Grace Way"
- Having discussions about bullying and why its prevention is important
- Having discussions about the negative impact of bullying
- Restorative justice meeting if appropriate
- Education during PSHE lessons, assemblies and cultural capital days and events
- Ethos events
- Safeguarding concerns box or email address
- Interventions for students showing signs of bullying/ those being bullied
- Making our expectations around bullying clear and consistent
- Anti-bullying ambassadors
- Diversity and equality group

APPENDIX A

Advice for parents and carers on cyberbullying

Who is this advice for?

This advice is for parents and carers about cyberbullying. It provides advice and information about how they can protect their child from cyberbullying and how to tackle it if it happens.

Overview

Cyberbullying is bullying that takes place using technology. Whether on social media sites, through a mobile phone, or gaming sites, the effects can be devastating for the young person involved. There are ways to help prevent a child from being cyberbullied and to help them cope and stop the bullying if it does happen.

Parents and carers need to be aware that most children have been involved in cyberbullying in some way, either as a victim, perpetrator, or bystander. By its very nature, cyberbullying tends to involve a number of online bystanders and can quickly spiral out of control. Children and young people who bully others online do not need to be physically stronger and their methods can often be hidden and subtle.

Cyberbullying can also involve adults; even though technology has provided wonderful opportunities for both teaching and learning, it has led to some teachers becoming the victims of internet messaging that undermines or ridicules them. It is important that parents make clear that this is not acceptable behaviour and lead by example. What was once a conversation at the school gate between small groups of parents and carers can now become a conversation with perhaps hundreds of “friends” on social networking sites, permanent, with a large audience, and easily shared. Whilst parents and carers have the right to be critical of decisions made by schools, or even individual staff members, they should raise concerns in an appropriate way and not become abusive, or libellous. Open conversations on social networking sites are not private and can easily be reported to school staff, even if it was not the intention to share their views directly.

Social networking

Young people routinely access social media and much of their social lives are online. This can create a false sense of security; for example chatting online feels different from chatting face to face. It can be easier to say and reveal things that wouldn’t be said face to face; be cruel, aggressive or flirtatious. It is important for young people to remember that there are offline consequences to online behaviour.

Comments intended to be funny can often be misinterpreted online whereas if said face to face they could be acceptable as facial expressions, body language, tone of voice and context all help to ensure that comments are taken the right way. This is not the case online. We also know that increasingly younger children are signing up to social network sites and may not have the maturity to handle their online identity in a safe and responsible way.

Social networking can increase existing social pressures and reinforce a sense of isolation; for instance by people purposefully not liking a young person's status update or photo so they seem unpopular, or by excluding them from group chats. Online bullying often involves a large audience and this increases the pressure.
Parents and carers need to understand the way young people communicate with others, and the potential risks. Asking their child simply not to use technology is not a realistic way to prevent or react to cyberbullying. Internet Matters provides an overview of cyber-bullying in more detail and NSPCC - bullying and cyberbullying prevention.

Parents and carers have a challenging job. They need to know what their children are doing online and also help them to do it in a safe way. With technology changing on a day-to-day basis, the best way to stay informed is for parents to be involved. Thinkuknow provides helpful tips on letting your child teach you.

Set boundaries
A good way to supervise children's internet access and set boundaries about what they can and cannot do online is to create an agreement with them. If a child breaks the rules, restrict internet access for an agreed period of time. Thinkuknow provides helpful tips on agreeing and setting boundaries.

Ensure you use the privacy settings, parental controls and built in internet safety features provided by the major internet service providers. The UK Safer Internet Centre has guides for parental controls.

For parents and carers experiencing any internet safety issues with their children, The Parent Zone provides a national helpline service at - help@theparentzone.co.uk and The Parent Zone – help. It also provides up to date information and support on social media apps.

Being involved and talking to children
Social Networks have a minimum age restriction, usually age thirteen. Parents should talk to their children about the reasons behind the age restriction as they are there for a reason. Accessing such sites too early can expose children to unnecessary bullying.

It is also very important to ensure children and young people feel comfortable about telling their parents things that have happened online. Talking to their children will help parents to understand the ways in which they are using the internet, social media and their mobile phone. Talking to children about responsible behaviour is important as sometimes children who are victims of cyberbullying may also be involved in cyberbullying others. Ensure they know they can go and talk to an adult or parent if they are being bullied and need support. How parents talk to their children will depend on their age. Childnet gives more detailed information about talking to your child and antibullyingpro provides practical advice for parents

Advice for children
The following are some things that parents may wish to consider teaching their children about using the internet safely:

- Make sure you use the privacy settings.

- Always respect others – be careful what you say online.
- Be careful what pictures or videos you upload. Once a picture is shared online it cannot be taken back.

Only add people you know and trust to friends/followers lists online.

- Treat your password like your toothbrush – keep it to yourself and change it regularly.
- Block the bully – learn how to block or report someone who is behaving badly.
- Do not retaliate or reply to offending e-mails, text messages or online conversations.
- Save the evidence. Always keep a copy of offending e-mails, text messages or a screen grab of online conversations and pass to a parent, a carer or a teacher.
- Make sure you tell an adult you trust, for example, a parent, a carer, a teacher, or the anti-bullying coordinator or call a helpline like Childline on 08001111 in confidence.
- Most social media services and other sites have a button you can click on to report bullying. Doing this can prevent a bully from targeting you and others in the future. Many services take bullying seriously and will either warn the individual or eliminate his or her account.
- While you are on your mobile phone make sure you also pay attention to your surroundings.

Possible signs of cyberbullying

It is not always easy to spot the signs of cyberbullying as it can happen all the time, which is a feature that makes it different from other forms of bullying. Be alert to a change in your child's behaviour, for example:

- Being upset after using the internet or their mobile phone;
- Unwilling to talk or secretive about their online activities and mobile phone use.
- Spending much more or much less time texting, gaming or using social media.
- Many new phone numbers, texts or e-mail addresses show up on their mobile phone, laptop or tablet.
- After texting or being online they may seem withdrawn, upset or outraged.
- Not wanting to go to school and/or avoiding meeting friends and school mates.
- Avoiding formerly enjoyable social situations.
- Difficulty sleeping.
- Low self-esteem.

What to do if you suspect a child is being cyberbullied

If you suspect a child or young person is being harassed or bullied either over the internet or via mobile phone, ask them to give you details. If your child tells you that someone is bothering them online, take it seriously. Offer practical as well as emotional support. Print out the evidence for future reference. Talk to a teacher at your child's school if other pupils at the schools are involved. The Parent Zone-Top tips if your child is being bullied

Support for children who are bullied

School staff should support all pupils who are bullied and develop strategies to prevent bullying from happening. Children and young people who have been a victim of images or videos of a sexual nature being uploaded and shared will be particularly vulnerable and affected by bullying. The Department for Education has produced advice for schools, available at Preventing and Tackling Bullying.

Cyberbullying on social networks can be upsetting and really knock their confidence. Childline has produced guidance for young people on building their confidence after online bullying available at: Childline - Building confidence after online bullying.

It is also important to involve your child in resolving the issues as this can help to strengthen their self-confidence and restore a sense of emotional safety.

The Anti-Bullying Alliance has helpfully put together a fact sheet outlining the range of support that is available to schools, parents, carers and young people from the anti-bullying sector advice and support from the anti-bullying sector.

Facebook has produced a support sheet: Empowering Parents and Families, which gives guidance on what to do if your child is being bullied.

Useful Resources

Getting offensive content taken down
If online content is upsetting and inappropriate, and the person or people responsible are known, you need to ensure they understand why the material is unacceptable or offensive and request they remove it.

If the person responsible has not been identified, or refuses to take down the material you should contact the social networking site directly to make a report and request the content is taken down. The material posted may be in breach of the service provider's terms and conditions of use and can therefore be removed.

Some service providers will not accept complaints lodged by a third party. In cases of mobile phone abuse, where the person being bullied is receiving malicious calls and messages, the account holder will need to contact the provider directly.

Before you contact a web service provider, it is important to be clear about where the content is, for example by taking a screen shot of the material that includes the web address. If you are requesting they take down material that is not illegal, be clear to point out how it breaks the site's terms and conditions. Where the material is suspected of being illegal you should contact the police directly.

NSPCC Netware: Your guide to the social network your kids use – stay up to date and keep your child safe in today's digital world stay up to date and keep your child safe in today's digital world.

Contact details for social networking sites:
The UK Safer Internet Centre works with social networking sites to disseminate their safety and

reporting tools. Take a look at the link provided for up to date information on how to manage individual apps- https://www.saferinternet.org.uk/advice-centre/social-media-guides

Mobile phones

All UK mobile phone providers have malicious or nuisance call, text or picture message centres set up and have procedures in place to deal with such instances. They will help you to change the number of the person being bullied if necessary. If you want to prosecute the perpetrator contact the police. The mobile provider will work closely with the police and can usually trace calls for them.

Some service providers such as Vodafone produce annual magazines for parents and carers (Digital Parenting), giving information and top tips for keeping your children safe online including cyberbullying.

Service providers

Service Provider	From your mobile	Pay as you go	Pay monthly contracts
O2	4445 or 202	08705 678 678	0870 241 0202
VodaFone	191	03333 040 191	03333 048 069
3	333	08433 733 333	08433 733 333
EE	150	0800 956 6000	0800 956 6000
Orange	150	07973 100 450	07973 100 150
T-Mobile	150	07953 966 150	07953 966 150
Virgin	789	0345 6000 789	0345 6000 789
BT		08000 328 751	08000 328 751

Organisations that provide support to parents and carers and children:

- The Anti-Bullying Alliance
- CEOP
- Childline
- Childnet
- The Diana Award
- Internetmatters
- Kidscape
- Get connected
- NSPCC
- The Parent Zone
- Thinkuknow
- Young Minds
- UK Safer Internet Centre