

Gloucester Academy

Anti-Bullying and Anti-Discrimination Strategy

This Anti-Bullying and Anti-Discrimination Strategy applies to **Gloucester Academy** and all governors and staff of the school must abide by this strategy which has been adopted in accordance with and pursuant to the Student Welfare Policy of the Greenshaw Learning Trust.

It is the responsibility of the local governing body and Headteacher of the school to ensure that their school and its staff adhere to this strategy. In implementing this strategy, school staff must take account of any advice given to them by the Executive Headteacher and/or Board of Trustees.

This strategy is subject to the GLT Student Welfare Policy and the Scheme of Delegation approved for the school. If there is any ambiguity or conflict then the GLT Student Welfare Policy and the Scheme of Delegation and any specific Scheme or alteration or restriction to the Scheme approved by the Board of Trustees takes precedence. If there is any question or doubt about the interpretation of this, the Executive Headteacher should be consulted.

Anti-Bullying and Anti-Discrimination Strategy

Defining Bullying

Bullying is defined as a campaign of action intended to intimidate, taunt or humiliate an individual or group; or a campaign that results in the individual being intimidated, taunted or humiliated. All staff should be aware that children can abuse other children (often referred to as child on child abuse).

- All members of the school community have the right to learn and work free from intimidation and fear.
- All bullying the school is made aware of will be investigated thoroughly and action taken.
- The action taken will be decided by the school in consultation with those affected and parents/carers of the affected including victims and, where appropriate, with the bully/bullies and parents/carers of the bully/bullies.
- Parents/carers of all those directly involved will be informed or consulted by the school
- The Anti-Bullying strategy is part of the work by the school to stop bullying and will be supported by work in PSHE and our tutor sessions.
- Any member of the staff of the school who suspects or witnesses bullying will inform the Head of Year at the first opportunity. The member of staff should also complete a record of concern on the day of the incident.
- Any incident of bullying reported to a member of the staff will be referred by that member of staff to the relevant Head of Year at the first opportunity.
- If the incident involves a breach of the equalities policy (e.g. issues of a racist nature, homophobia or of a sexist nature) it should be brought to the attention of the Deputy Headteacher.
- Any action taken by the school will be consistent with the school's behaviour policy.

Bullying can take place anywhere. Because bullying is complex and is often carried out subtly, it may take place in our classrooms.

Bullying may include:

- Physical violence
- The threat of physical violence
- Sexual violence / assault
- Sexual harassment - includes sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse

- Upskirting - which typically involves taking a photo under a person's clothing without them knowing
- Damage to personal property
- Cyber bullying
- Verbal taunts or insults about the individual or that individual's family and home life
- Insulting comments about someone's race, religion, culture, gender, sexuality or beliefs
- Mocking the beliefs and values of an individual or religious or social group
- Taunting about physical characteristics
- Taunting about an individual's desire to learn or their abilities
- Deliberately passing on comments about an individual
- Deliberately making a situation between individuals or groups worse by comments, inaccurate comments and inaccurate accounts of events or actions
- Deliberately undermining the work and efforts of an individual or group
- Deliberate isolation of an individual or group
- Intimidation of an individual by comment, gesture or look
- Initiation / hazing type violence and rituals

Defining Discrimination

As per the Equality Act 2010, discrimination means treating someone 'less favourably' than someone else, because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These are called 'protected characteristics'.

Responding to Bullying or Discrimination

- Removal of bully and those affected, including victim, to be found place of safety
- Statements taken from all concerned
- Victims counselled and offered referral to outside agencies
- Parents/carers of victim/s informed or contacted
- Possible temporary exclusion of bully/bullies
- Parents/carers of bullies informed of temporary exclusion
- Bullies warned of serious nature of bullying
- Groups who have witnessed or colluded in bullying spoken to
- Accounts to be placed on the files of victims/bullies and others involved
- Teachers of relevant groups and individuals to be made aware of the situation

If the bullying continues, then this will be considered as a serious breach of the academy behaviour policy and the appropriate sanctions will be applied according to that policy.

Why

At Gloucester Academy we have a zero tolerance approach to instances of bullying and discrimination. We will not accept any behaviour in school which causes children to feel unsafe in school.

We are a 'listening school' where children tell us that they are being bullied or have been subject to discrimination, we believe them, no questions, and act upon it.

We recognise that children say unkind things at times, however this does not mean we will tolerate it. Everyone deserves to come to school feeling safe, and cared for.

Provision for all students:

- Disruption free learning
- Character Education Programme
- House System
- Telling school ethos including website report button.
- Assemblies focussed on how to report things.
- Assemblies focussed on kindness.
- An unswerving belief in what children tell us.
- Toilets without external block doors.
- 3 minute lesson changeovers
- Supervision at all social times, and limited space.
- Teamwork built through elite sport.
- Access to pastoral team/senior leaders/school staff to report accusations
- All staff trained in where to pass allegations on to.

| When | What | Who (Job Title) |
|------|------|-----------------|
|------|------|-----------------|

| When | What | Who (Job Title) |
|--------------------------------------|--|--------------------------|
| Report of Discrimination or Bullying | Member of staff logs CPOMS. | |
| CPOMS logged on Safeguarding | Safeguarding team forward concern to LBK and WMM. Safeguarding team logs on incident tracker. | Safeguarding WMM and LBK |
| CPOMS has been received. | WMM to trigger RFL investigation (if needed) and trigger consequence informing LBK/HOY and RFL team. | WMM, RFL Team |
| As soon as the incident is reported | RFL team to speak to the victim, take a statement, ensure that the victim feels a) heard, b) believed and c) that we will take it seriously Record incidents on a statement | Head of Year |

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| | form | |
| On the same day | Discuss with the line manager. Identify other students/staff members to take statements from | Head of Year, Assistant Headteacher and Deputy Headteacher |
| On the same day | Contact parents of the victim, inform them that you are proud of their child's courage for coming forward, and you will be investigating the incident and taking it very seriously. Record on GA incident log and CPOMS (if applicable on CPOMS), speak to DSL regarding CPOMS. | Head of Year |
| During the investigation | Isolate the perpetrator whilst the investigation is carried out. Contact the parent of the perpetrator, ensure that they are aware of the allegations and that we are investigating. Record communication on GA incident log. | Head of Year |
| Following the investigation | Discuss with LM, and SLT, decide on next course of action | Head of Year and SLT LM |
| If it is bullying or discrimination | Sanctions in place - Internal. Students complete RFL reflection, and re-education process including structured conversation with HOY. Students sign pledge contracts. Call perpetrators' parents in for a meeting. Inform the victim and victim's parents of the outcome. Log all communication on GA incident log. File bullying log in student file.. | Head of Year |
| If there is not enough evidence for it to be bullying or discrimination. | Inform the victim's parents of this. Recognise that we have heard and take the allegation seriously, however there is not enough evidence to deem it bullying. | Head of Year |
| Following sanction | Ask the victim if they want to talk | Head of year |

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| | <p>to the perpetrator. If so, facilitate this.</p> <p>Be clear with the victim where they can go for further support.</p> <p>Offer further support for the perpetrator. Both can access:</p> <ul style="list-style-type: none">- Support from Head of Year- Mental Health support.- Character Education- Education on how to be kind.- Weekly check ins for repeat behaviour | |
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