



**James Bateman Middle
School**

Anti-Bullying Policy

Created: October 2024	Approved:
Reviewed:	
Review date:	

This policy is based on updated Department for Education (DfE) guidance, including "**Preventing and Tackling Bullying**" (2023) and statutory guidance "**Keeping Children Safe in Education**" (2024). It incorporates practices from Child net's "**Cyberbullying: Understand, Prevent and Respond**" and reflects new cyber-safety legislation.

Policy Objectives

- This policy outlines the steps that the school will take to prevent and address bullying in all its forms.
- The policy was developed with input from staff, pupils, and parents.
- The school is committed to fostering a safe, respectful environment where bullying, in any form, is not tolerated.
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Links with Other Policies

This policy aligns with:

- **Safeguarding and Child Protection Policy** (2024 update)
- **Behaviour and Discipline Policy**
- **Online Safety Policy**
- **Complaints Procedure**
- **Curriculum Summaries**, such as PSHE, Computer Science, and the RESPECT program

Legislation

This policy aligns with the following legislation:

- **The Education and Inspections Act (2006, 2011)** - Outlines the responsibility of schools to promote good behaviour and prevent bullying.
- **The Equality Act (2010)** - Protects individuals from discrimination, harassment, and victimisation in relation to protected characteristics.
- **The Children Act (2004)** - Emphasises the need to safeguard and promote the welfare of children.
- **The Online Safety Act (2023)** - Regulates online behaviour and establishes requirements for schools regarding cyberbullying and harmful online content.
- **Protection from Harassment Act (1997)** - Provides a legal framework for addressing harassment, including bullying.
- **The Children and Families Act (2014)** - Addresses issues related to bullying of children with special educational needs and disabilities (SEND) and promotes inclusion.
- **The Education (No. 2) Act (1986)** - Establishes the duty of care for the school environment, which includes preventing bullying and ensuring a safe educational setting.
- **The Data Protection Act (2018)** - Requires the school to handle personal data sensitively, especially in bullying cases to protect privacy.

Responsibilities

It is the responsibility of:

- **Headteacher:** Communicates the policy, ensures fair application of discipline, and designates a senior leadership team member for oversight.
- **Governors:** Monitor the policy's effectiveness and ensure compliance with legal responsibilities.
- **Staff:** Uphold and implement the policy, receive training on bullying prevention, and report incidents.
- **Parents/Carers:** Support the policy's principles and work in partnership with the school.
- **Pupils:** Abide by the policy, report bullying, and support peers in creating a positive environment.

Definition of Bullying

Bullying is defined as repeated behaviour over time intended to cause harm to another individual physically or emotionally, either in person or online (cyberbullying). This may include:

- Physical harm, mockery, name-calling, or exclusion.
- Cyberbullying involves sending harmful or threatening messages, images, or videos online via social media, messaging apps, or gaming platforms.

Forms of Bullying

This policy covers:

- Bullying based on race, religion, gender identity, or culture.
- Bullying due to special educational needs or disabilities (SEND).
- Cyberbullying and online harassment.
- Sexist, sexual, and transphobic bullying.
- Bullying linked to mental health or home circumstances.
- Bullying related to perceived social status or appearance.

School Ethos

We understand that bullying, if left unaddressed, can negatively impact mental health and learning. We strive to create a safe, disciplined environment. Our community:

- Monitors and updates the anti-bullying policy regularly.
- Recognises that vulnerable individuals may need specific support, including mental health resources.
- Ensures bullying is dealt with sensitively and promptly, employing restorative practices where appropriate.
- Involves parents/carers and learns from best practices to enhance our approach.
- We have Anti-Bullying ambassadors to inspire, engage and encourage action against bullying.

Responding to Bullying

The school will:

- Investigate incidents immediately and impartially.
- Offer support to the victim and involve them in decision-making.
- Interview all parties involved and, where necessary, inform designated safeguarding leads.
- Apply sanctions according to the behaviour policy and involve external agencies if needed (e.g., the police for criminal offences).
- Maintain clear records of incidents, ensuring data protection compliance.

Cyberbullying Response

The school will:

- Act quickly and involve the victim in decisions.
- Encourage evidence retention (e.g., screenshots) and guide the victim on reporting mechanisms.
- Work with service providers to remove harmful content and ensure it is not circulated further.
- Apply relevant sanctions and inform authorities if necessary, in line with current legislation.

Supporting Pupils

Pupils affected by bullying will receive ongoing support, including counselling services and access to mental health resources. Pupils who bully will be helped to understand the impact of their behaviour, and appropriate sanctions will be applied, focusing on rehabilitation.

Supporting Adults

The school recognises that staff and parents can also be targets of bullying. We ensure:

- Immediate support for those affected.
- Proper documentation and investigation of concerns.
- Disciplinary actions against perpetrators where appropriate, ensuring confidentiality and support for affected parties.

Preventing Bullying

Our community will:

- Promote inclusive environments and respect for diversity through training and education.
- Regularly discuss differences that could lead to bullying (e.g., race, gender, family dynamics).
- Teach positive online behaviour and collaborate with external organisations to tackle prejudice-driven bullying.

- Engage in preventative initiatives, including workshops and awareness campaigns.

Monitoring and Review

The school will regularly evaluate the effectiveness of its policy and actions. The senior leadership team will report outcomes to the governing body annually, with stakeholder feedback contributing to continuous improvement.

Useful Links and Supporting Organisations

- **General Anti-Bullying Support:**
 - Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
 - Childline: www.childline.org.uk
 - Family Lives: www.familylives.org.uk
 - Kidscape: www.kidscape.org.uk
 - MindEd: www.minded.org.uk
 - NSPCC: www.nspcc.org.uk
 - The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
 - PSHE Association: www.pshe-association.org.uk
 - Restorative Justice Council: www.restorativejustice.org.uk
 - The Diana Award: www.diana-award.org.uk
 - Victim Support: www.victimsupport.org.uk
 - Young Minds: www.youngminds.org.uk
 - Young Carers: www.youngcarers.net
 - The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools
- **Support for SEND:**
 - Changing Faces: www.changingfaces.org.uk
 - Mencap: www.mencap.org.uk
 - Anti-Bullying Alliance Cyberbullying and Children and Young People with SEN and Disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
 - DfE: SEND Code of Practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25
- **Cyberbullying Resources:**
 - Childnet International: www.childnet.com
 - Digizen: www.digizen.org
 - Internet Watch Foundation: www.iwf.org.uk
 - Think U Know: www.thinkuknow.co.uk
 - UK Safer Internet Centre: www.saferinternet.org.uk

- The UK Council for Child Internet Safety (UKCCIS): www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- **Resources for Race, Religion, and Nationality:**
 - Anne Frank Trust: www.annefrank.org.uk
 - Kick it Out: www.kickitout.org
 - Report it: www.report-it.org.uk
 - Stop Hate: www.stophateuk.org
 - Tell Mama: www.tellmamauk.org
 - Educate Against Hate: www.educateagainsthate.com
 - Show Racism the Red Card: www.srtrc.org/educational
- **LGBT Resources:**
 - Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
 - Metro Charity: www.metrocentreonline.org
 - EACH: www.eachaction.org.uk
 - Proud Trust: www.theproudtrust.org
 - Schools Out: www.schools-out.org.uk
 - Stonewall: www.stonewall.org.uk
- **Sexual Harassment and Sexual Bullying:**
 - Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
 - A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf
 - Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
 - Anti-Bullying Alliance: Advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying.