



FRAYS

Academy Trust

Frays Academy Trust Anti-Bullying Policy

**Date Ratified: January 2023
Review Date: January 2025**

Approval

Signed by Chair of Directors	
Date of Approval/Adoption	January 2023
Date of Review	January 2025

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This policy will be subject to ongoing review and may be amended prior to the scheduled date of the next review in order to reflect changes in legislation, statutory guidance, or best practice (where appropriate).

To enable continuous improvement, all readers are encouraged to notify the author of errors, omissions and any other form of feedback.

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1 Introduction

Frays Academy Trust prides itself in creating a safe, happy and nurturing environment for our pupils. Bullying will not be tolerated in any shape or form. We believe that it is all of our responsibilities to watch out for it, speak up about it and take action to stop the bully and support the victim. We want our pupils to feel safe and secure and be emotionally well-balanced. Bullying can affect pupils, both physically and emotionally. It is hurtful and if it persists it may escalate and be harder to deal with. Effective and proactive responses to bullying are essential because it can have such a detrimental influence on a child's life and learning. We recognise that bullying can have serious long-lasting effects, even after the behaviour has stopped.

This policy is based on:

- [Behaviour in schools: advice for headteachers and school staff 2022](#)
- Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#); paragraph 7 outlines a school's duty to safeguard and promote the welfare of children, paragraph 9 requires the school to have a written behaviour policy and paragraph 10 requires the school to have an anti-bullying strategy;
- [DfE guidance](#) explaining that academies should publish their behaviour policy and anti-bullying strategy online.

This policy should be read in conjunction with our Behaviour Policy, which can be found on our website.

2 Aims

- To help prevent bullying in any Frays Academy Trust school.
- To ensure that the whole school community understands what is meant by bullying and how to deal with it effectively.
- To resist all bullying within the Trust and create a positive atmosphere and environment for all pupils to thrive in.
- To give pupils the confidence to speak out against bullying and make Frays bully free.
- To raise awareness amongst pupils, parents and staff and give advice on what they should do to help.
- To involve all children, staff, parents and governors in creating a happy, safe school, working collaboratively to eliminate bullying and unacceptable behaviour.

3 Definition of Bullying

- Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally" (DfE, "Preventing and Tackling Bullying", November 2017).
- Bullying is not the occasional argument, disagreement or dispute that may take place from time to time.
- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. It can be antagonistic, emotional, racist, sexist, transphobic, biphobic or homophobic.
- This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites, social media sites and apps, and sending offensive or degrading imagery by mobile phone or via the internet.

4 Preventing and identifying Bullying

The school community will:

- Create and support an inclusive environment, which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice, which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school council.
- Take part in an annual "Anti-Bullying Week", which explores different themes each year.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Actively create "safe spaces" for vulnerable children.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.

5 Procedures for Reporting and Dealing with Bullying

Pupils:

- At Frays Academy Trust, we have a "don't stay silent" ethos.
- Pupils are encouraged to *be brave and tell someone* – friend, parent, teacher, mentor, trusted adult.
- Pupils should look out for each other and be caring if a child is alone or upset.
- Pupils should take advice and seek help.
- Pupils should speak up if they are worried about any other pupil being bullied.
- In the case of cyber bullying – pupils should save messages, block activity and always report it.

Staff:

- Staff should monitor any initial concerns. This early identification and recording of patterns of behaviour can form an important evidence base, which helps to detect bullying. Concerns should be recorded in line with the Trust Behaviour Policy.
- Any accusations of bullying will be dealt with quickly, thoroughly and sensitively by teachers, in conjunction with a member of the School Senior Leadership Team, following protocols laid out in the Trust School Behaviour Policy.

- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the school's attention which involves or affects pupils even when they are not on school premises, for example when using school transport or online etc.
- Take action, don't ignore it but be discreet.
- Support and respect the victim.
- Investigate the incidents through careful and thorough discussion with the children involved, witnesses and staff. Be mindful that this may best be done separately so that the victim feels safe.
- Record the incidents as appropriate to the age of the child – orally, written or drawn.
- Respond to the incidents using appropriate sanctions, guidance and support; insist on the child taking responsibility for their actions.
- Listen - help the bully to change.
- Offer the victim and *bully* a mentor.
- Bullying behaviour will be reported to parents of both the victim and the person causing the bullying. The school will work closely with the parents to ensure that the situation is resolved quickly. Pupils and parents may be offered specialist support if the school believes that this will help resolve relationship issues.
- Report back incidences of bullying and cyber-bullying on a termly basis to Governors.

Parents:

- Look out for signs of bullying.
- Help and encourage your child to speak to someone at the school.
- Seek help and guidance from the school if you have concerns that your child may be being bullied – remember that children do have disputes and it is normal for them to have relationship difficulties with their peer group as they mature.
- Bullying is NOT an occasional argument between pupils or one-off falling-out.
- If you feel that bullying is occurring speak with the class teacher.
- Parents must not confront the bully or their parents. This will further complicate the situation and distress the pupils.
- The Headteacher/Head of School or the Deputy will be informed of any bullying concerns and will monitor the situations carefully. Any serious incidents will be dealt with directly by the Headteacher/Head of School, as outlined in the Behaviour Policy.
- If parents feel that their complaint has not been dealt with appropriately, they should follow the Complaints Policy. The Headteacher/Head of School or Governing Body will then respond as per policy.

6 Links to other Policies

This policy should be read in conjunction with the following other policies:

- Behaviour Policy
- Complaints Policy
- Safeguarding and Child Protection Policy
- E-Safety Policy