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**EF ACADEMY – TORBAY**

# **Anti-Bullying Policy**



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<b>Document title:</b>	Anti-Bullying Policy
<b>Date Created:</b>	March 2011
<b>Author:</b>	Designated Safeguarding Lead
<b>Individuals Involved in Developing the Document:</b>	Head Teacher
<b>Document Purpose:</b>	Defines the school's approach and responses to Anti-Bullying and creates an ethos in which all members of the community feel safe and confident and treat each other with respect.
<b>Related Documents:</b>	E-Safety Policy (including Acceptable use Policy); Safeguarding Policy.
<b>Date of Next Review:</b>	September 2020
<b>Change Log (what changes have been made, by who and when):</b>	September 2017 MBR: Dates changed, 'banter' awareness added. June 2018 – MBR: threshold for involving external agencies clarified; vulnerability of SEND/medical issues emphasized; minor amendments to wording and dates. September 2018 - RTA: working definition of bullying added and related documents clarified September 2019 – RTA: References to KCSiE 2019 September 2020 – RTA: Reference to KCSiE 2020 and COVID-19 related bullying



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## Anti-Bullying Policy

### Purpose

EF Academy Torbay aims to establish an ethos in which all members of the community feel safe and confident and treat each other with respect. To accomplish this, it is important that all staff and all students are clear that bullying cannot be tolerated.

### Objectives of the Policy

- To enable students to understand clearly what constitutes bullying and to understand that bullying, whatever its form, will not be tolerated by the whole school community
- To enable parents to feel confident that bullying will be firmly dealt with by the school
- To promote a non-aggressive ethos in the school
- To raise staff awareness of the presence of bullying
- To establish guidelines for action where bullying is evident.

### When is the Policy Implemented?

Whenever the school is responsible for the conduct and welfare of its students.

### Who is Responsible for the Policy?

The Head Teacher, the Senior Leadership Team and all staff.

### Monitoring and Success Criteria

Number of reported incidents.



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## Definition of Bullying

Bullying is a persistent, deliberate attempt to hurt or humiliate someone. Bullying can result in long-term psychological damage and, in extreme cases, suicide; it is not a criminal offence, however there are criminal laws which apply to harassment, assault and battery and threatening behavior which are relevant and provide some guidance.

**There are various types of bullying, but most have the following things in common:**

- repeated over time
- intentionally hurts another student or group physically or emotionally
- is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability, or because a child is adopted or is a carer
- it may occur directly or through cyber-technology (social websites, mobile phones, text messages, photographs and email)
- There is often an imbalance of power, which makes it hard for those being bullied to defend themselves.

**Bullying may take various forms, including:**

**Cyber** - The use of electronic communications such as email, mobile phones, text/multi-media messaging, photographs/video, online profiling, websites, including social networks, and instant messaging with the intention to frighten, embarrass or harass is a clear breach of our IT Acceptable Use Policy and most certainly constitutes bullying.

**Disability** because of, or focusing on, the issue of disability

**Emotional** being unfriendly, excluding, tormenting (e.g., hiding books, threatening gestures)  
**Homophobic** because of, or focusing on, the issue of sexuality

**Physical** pushing, kicking, hitting, punching or any use of violence

**Racist/Cultural/Religious** racial, cultural or religious taunts, graffiti, gestures

**Sexual/Sexist** unwanted physical contact or sexually abusive comments

**Verbal** name-calling, sarcasm, spreading rumours or teasing.



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**Staff will take all steps to ensure that there is no bullying within the school.** As outlined in our Safeguarding policy, it is a priority of EF Academy to provide a safe, secure, inclusive and consistent environment for all children regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, racial heritage, religion/belief, disability, sex (gender), sexual orientation, sexual identity, ethnic background, religious faith, appearance, issues in the family, ethnic or national origin or because of cultural background, linguistic background, special educational needs, or academic or sporting ability. Additionally, we recognize that children can often be vulnerable because of the impact of previous experiences, their level of dependency, communications needs or other issues.

## Procedures

At EF Academy Torbay, all staff have been made aware of this policy on induction and sign to say they understand the policy. They understand that bullying can occur in our school and staff have a responsibility to be vigilant at all times.

- If a member of staff suspects that bullying is taking place, or a disclosure is made to them about an episode of bullying, they should always complete an anti-bullying concern form and consult the school's Designated Safeguarding Lead (DSL). Students are encouraged to report to any member of staff, their Pathway Manager or any member of SLT if they feel they are being bullied or if they perceive bullying behavior towards any other student. **It is important to note that some students with SEND or medical conditions might be especially vulnerable to bullying including cyber-bullying.**
- Under the guidance of the DSL, an age appropriate investigation should take place, supported by the Pathway Manager(s) responsible for the student(s) involved and other appropriate staff if required. Separate meetings should be arranged with those involved to establish version of events with assurance given that the situation will be dealt with sensitively but firmly.
- Where appropriate, parents of both parties will be informed.
- The bullying behaviour will normally be addressed through the provision of counseling for all parties involved. However, a proven allegation of serious or persistent bullying may result in suspension or possible exclusion.
- A senior staff member should oversee the monitoring of the situation, liaising directly with the relevant Pathway Manager and Form Tutor to check that further bullying is not occurring.
- The DSL will ensure that the incident and any action taken are formally recorded in the student welfare files. If there is any reasonable cause to believe that a student is suffering, or is likely to suffer,



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significant harm, it will be treated as a child protection issue and external agencies such as the local safeguarding hub will be involved.

- In instances where a staff member feels a victim of bullying please refer in the first instance to the Staff Grievance Procedure.

## Prevention - Raising Awareness of Bullying

- Through the induction of staff and students, assemblies for all courses, safeguarding talks from the DSL and the police, curriculum, PSHE programme, work with class teachers, tutors and academic advisors, the Student Council and House Captains, Pathway Managers, and anti-bullying initiatives from external agencies
- Staff induction and training
- Peer training and mentoring
- The school takes part in National Anti-Bullying week activities and the student body becomes actively involved in this.
- The school places information about how to raise a concern in boarding residences, around the school and in the toilets at school; and provides independent listeners if a student wants to contact somebody separate from the school staff
- As well as all campus-based staff, House Parents and employees of the residences and Host Families are trained to recognise the signs of bullying and how to let the school know about it

## Statutory and Non-statutory Guidance

This policy has been formulated using the following:

Materials from Kidscape & Childnet International

NSPCC materials

PSHE curriculum

The Office of Children and Young People's Services Anti-Bullying Strategy

Materials from the Anti-Bullying Alliance

Keeping Children Safe in Education 2020

Preventing and Tackling Bullying

The school's own Safeguarding Policy

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.



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If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

The Anti-Bullying policy should be considered alongside and in conjunction with other school policies concerning the safety and welfare of students: including but not limited to the Safeguarding, Health & Safety, Acceptable Use, Reasonable Force, Reward, Behaviour and Sanctions (including the B&S Grid) policies and the staff code of conduct, both general conduct and the code regarding safe working practice. These together form a suite of policies and procedures to safeguard and promote the welfare of students in this school.

## **Recording and Monitoring of Bullying:**

The school will record all incidents of bullying or suspected bullying. This will be completed at the time of the incident by logging the incident on an anti-bullying concern form then if further action is required, this will be recorded on My Academy at the earliest opportunity after a student/s is/are made safe.

Serious incidents will be reported to parents. There will be frequent monitoring of the situation through the regular review of student files, student surveys and discussions with the School Council.

**All students and staff have the right to feel confident, safe and valued, therefore, we all have a responsibility to respect others, and ourselves and report all incidents of bullying.**



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## Information for all staff working at EF Academy Torbay:

### Is it bullying?

It is if individuals or groups are:

- calling an individual names
- threatening them
- pressuring them to give someone money or possessions
- hitting them
- damaging their possessions
- spreading rumours about an individual or their family
- using text, email or web space to write or say hurtful things (cyberbullying).

It is also bullying if someone feels hurt because of things said about ethnic background, religious faith, gender, sexuality, disability, special educational needs, appearance or issues in their family.

We must also be aware of bullying that is **masquerading as 'banter'**. Too often, banter is used as an excuse for saying or doing things which would not ordinarily be considered acceptable. The quickest way to be sure that this is not happening is to challenge and dismiss all uses of banter, insisting instead upon mutual respect at all times.

EF Academy Torbay will not tolerate bullying.

This is what the school will do about bullying:

- make sure that the individual being bullied is safe
- work to stop the bullying happening again
- provide support to the individual being bullied
- follow policies on how to deal with bullies (including supporting them as well)

### What should I do if I see bullying taking place?

Immediate interventions EF Academy Torbay use are:

- make sure the student being bullied feels safe
- challenge the bullying behaviour
- provide support including contacting parents and other agencies if necessary
- report the incident to the DSL, or in their absence, to the senior colleague present



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## COVID-19 Related Bullying

No bullying related to COVID-19 will be accepted and will be dealt with in line with the procedures in this policy.

## Cyber-bullying Information

Cyber-bullying is when an individual or group use the internet, email, online games or any other form of digital technology to threaten, tease, upset or humiliate someone else. An individual who is being cyber-bullied should firstly 'tell' someone about it. Students can approach their Pathway Manager, a teacher, host family or houseparent for support. Email addresses of Pathway Managers, Head of Boarding and SLT are widely shared with pupils to enable a quick, easy means of reporting cyber-bullying.

## REPORT CYBER BULLING ABUSE

### To stop this form of abuse:

- **Report** the individual who is bullying you; you can also report abusive posts or groups so Facebook can take them down. Reports are anonymous so the person doing the bullying won't know who reported it.
- **Block** the person who is bullying you; remove tags
- Take a **screenshot** of the bullying
- **Talk** to an adult you trust here at school, or to your host family or family at home
- **STAY SAFE IN FUTURE** - Set your profile to 'friends only' so that you can't be bullied by individuals you don't know.