



# Ark Boulton Academy

*“Growing together, reaching higher”*

## ANTI – BULLYING POLICY

### 2022- 2023

#### POLICY INFORMATION

Named personnel with designated responsibility for

Academic Year	Designated Senior Person	Deputy Designated Senior Person	Nominated Governor	Chair of Governors
2022/2023	Abbas Rashid	Nathan Turner		Liz Dawson

Date of last review:	June 2022	Review period:	2 Years
Date of next review:	June 2024	Owner:	Abbas Rashid

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ANTI-BULLYING POLICY

November 2016	Policy created	Julie Griffiths
June 2017	Policy reviewed	Patrick Horner
March 2020	Policy reviewed	Daniel Richards
June 2022	Policy reviewed	Craig Hetherington
September 2022	Policy reviewed	Abbas Rashid

Ratification by LGB

Academic Year	Date of Ratification	Chair of Governors
November 2016		Julie Griffiths

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## CONTENTS

1. General Statement Page	4
2. Cyber Bullying Page	4
3. Procedures for dealing with harassment Page	5
4. Violent Behaviour Page	6
5. Ark Child on Child Sexual Harassment and Sexual Violence	7



## 1. GENERAL STATEMENT

Please note, this guidance should be read and implemented in accordance with the Behaviour Policy and the Anti-Bullying procedure.

The academy places high importance on creating and maintaining a happy, safe learning environment for all students. It is expected that staff respond to all reports of bullying in a sensitive and swift manner. Students are reminded regularly that Ark Boulton Academy has a culture of communication and disclosure. In line with DfE Guidance **Preventing and tackling bullying** (2017), we recognise that SEND students are especially vulnerable to being bullied, and that they can also be the instigator of bullying.

At Ark Boulton Academy we do all we can to ensure that SEND students can, and do, report incidents of child on child abuse. We provide them with the same advocacy, advice and support afforded to all students in our school.

All evident bullying will be dealt with by the teacher immediately. If it is a first offence and relatively minor, the student will be reprimanded. This will be passed on to the Welfare leader (WL) and logged on to the system. If the offence is repeated or it is a more serious first offence, a referral should be made to the Director of Welfare and Assistant Principal.

Ark Boulton also addresses the issue of bullying through other channels:

- Personal Development.
- Code of Conduct.
- Assemblies

## 2. CYBER BULLYING

**Cyber bullying** is bullying through the use of communication technology like mobile phones, text messages, emails, social media, or websites. This can take many forms, for example:

- Sending threatening or abusive text messages or e-mails, personally or anonymously.
- Making insulting comments about someone on a website, social networking site (e.g. Facebook) or online (blog or YouTube).
- Making or sharing derogatory or embarrassing videos of someone via mobile phone or email (such as 'Happy Slapping' videos).

**Sexting** is the sending and receiving of sexually inappropriate images or messages using a mobile phone or the internet. It is illegal for children under the age of 16 to do this and will be referred to both the police and social care. An investigation will be undertaken and appropriate action taken.

It is illegal for a student to retain a sexually inappropriate image of another student and show it to other students. Again, this will result in a referral to the police and social care. It is likely that any student doing this will be excluded for a fixed period.

**Harassment** may be defined as any hostile or offensive act or expression by a person against another person who interferes with the peace and security of that person, makes them fear for their safety, or reduces their quality of life.

Implicit in our ethos as an academy is the fact that we believe we are all equal regardless of race, colour, culture, gender, sexual orientation or religion. The ethos of the academy therefore fosters the spirit of regard and respect for each other. As an educational establishment we also recognise

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that learning and growth can only take place when students and staff have the self\_confidence, well being and security that comes from being fully valued and respected and from experiencing equality of opportunity. Harassment has no place in our community and will not be tolerated.

Harassment may present itself in the following ways:

- Physical assault because of race, colour, culture, gender, sexual orientation or religion.
- Derogatory name\_calling, insults and jokes.
- Offensive graffiti.
- Provocative behaviour such as the wearing of racist badges or insignia.
- Bringing offensive materials such as leaflets, comics, and magazines into the academy.
- Verbal abuse and threats.
- Incitement of others to behave in an offensive way.
- Attempts to recruit other students to certain organisations and groups.
- Ridicule of an individual for cultural differences, e.g. food, music, dress, etc.
- Refusal to co\_operate with other students because of race, colour, culture, gender, sexual orientation or religion.

### 3. PROCEDURES FOR DEALING WITH HARASSMENT

All racist behaviour and any other form of harassment is totally unacceptable and will be dealt with in the following ways:

- Reported to Welfare leader, Director of Welfare and Assistant Principal
- Recorded on Edaware as racial discrimination.
- Full reports to both victim and perpetrators parents/carers.

**Victim Support:** The academy will take steps to comfort and support any student who experiences harassment. The actions taken to deal with the offender will be explained and the attitude of the academy towards such behaviour clearly stated. The victim will be given the opportunity to express her/his own concerns and feelings, and counselling will be provided where necessary. In serious cases the academy will arrange a meeting with the parents of the victim to explain the action taken and to discuss the matter with them.

In order to further promote an environment which celebrates racial, cultural diversity and mutual respect the academy will:

- Challenge any racism within the classroom.
  - Challenge racism in books, materials and comments in written or spoken form.
  - Take care that students do not have access to racist materials via their use of ICT in the academy.
  - Encourage students to share and celebrate their cultural experiences through the curriculum.
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#### 4. VIOLENT BEHAVIOUR

The academy operates a no physical contact rule. It is made clear to all students that physical contact of any nature will not be tolerated. Incidents of physical contact will be dealt with immediately, logged on e-portal and parents will be informed, if the student's Welfare Leader decides it is necessary.

Ark Boulton will not tolerate the use of physical violence to resolve any situation or conflict and provocation is not seen as justification for violent behaviour.

**Procedure for dealing with fights:** The member of staff who first attends to the incident should:

- Ensure that the students are checked to confirm that they do not need medical attention.
- Remove them to a quiet area and keep them isolated from each other.
- Inform the welfare leader or if not available, the Director of welfare or SLT.

The parents of students actively involved in violent incidents should always be informed and the incident should be logged on Edaware. A formal warning should be given to the students who have been violent and also to those who have incited such violence.

Action should be taken to prevent reoccurrence. The seriousness of the incident may lead to a suspension or permanent exclusion straight away.

If the same student is involved in another violent incident a suspension from the academy should be considered. Parents should be called to the academy even if the decision is not to exclude.

Details of all such incidents with dates, and copies of all letters should be placed on the students' file.

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## 5. Ark Peer or Peer Sexual Harassment and Sexual Violence

Systems should be in place, that are easily accessible to support students to confidently report abuse; knowing their concerns will be taken easily:

1. Policies should be up-to-date and reflect the advice and guidance in KCSIE 2022, part 5 and the Sexual Violence and Sexual Harassment advice for schools, September 2021
2. Academy website should identify the correct reporting methods
3. Personal development curriculum signposts where sexual violence and harassment is taught
4. Staff training provides advice and guidance to staff

If Ark Boulton Academy receives a report of sexual violence and/ or sexual harassment that may have occurred either onsite, offsite or online then we will pursue the stages of action outlined below

	<p style="text-align: center;"><b><u>Stage 1: Victim is Reassured</u></b></p> <ul style="list-style-type: none"> <li>• Victim is taken seriously</li> <li>• Confidentiality is <b>NOT</b> promised</li> <li>• Listen to the victim, non-judgementally</li> <li>• Record the disclosure (the facts, as reported and at the earliest opportunity using Edaware).</li> <li>• Report to DSL at the earliest opportunity</li> <li>• Victim is sensitively informed that referral to other agencies may occur</li> <li>• If consent is not given to share, staff may still lawfully share in order to protect the child from harm and to promote the welfare of children (Sexual Violence and Sexual Harassment, 2021, paragraph 43)</li> <li>• Parents of victim informed</li> </ul> <p><b><u>Anonymity</u></b> Note: in cases of sexual violence there is legal protection of the victims identity. Remember that this also includes sharing on social media and discussion amongst pupils in the school</p>
<p style="text-align: center;"><b><u>Record-Keeping</u></b></p> <p>Remember to record all concerns, discussions, decisions and the reasoning behind these decisions using Edaware</p>	<p style="text-align: center;"><b><u>Stage 2: Consider how to support the victim and the perpetrator</u></b></p> <p style="text-align: center;"><b>The seriousness of the incident will be a judgement call for the school or college. In making this decision the level of harm and the circumstances leading to the incident would need to be carefully considered and discussed with your DSL or SLT.</b></p> <ul style="list-style-type: none"> <li>• Wishes of the victim</li> <li>• Any power imbalance victim</li> <li>• One-off or pattern of behaviour</li> <li>• Any ongoing risks alleged incident</li> <li>• Other related issues and wider context</li> <li>• Ages of the children</li> <li>• Developmental stage of the children</li> </ul>

### **Stage 3: Safeguard and Support Victim and (Alleged) Perpetrator**

### **Stage 4: Pursue Appropriate Measures as described in Academy Behaviour Policy and the Anti-bullying procedure**

### **Stage 5: Disciplinary as described in the Academy Behaviour Policy and Anti-bullying procedure**

## Key Definitions:

**Sexual Violence:** For the purpose of this policy, when referring to sexual violence we are referring to sexual offences under the Sexual Offences Act 2003 as described below:

- **Rape:** A person (A) commits an offence of rape if: he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent to the penetration and A does not reasonably believe that B consents.
- **Assault by Penetration:** A person (A) commits an offence if: s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents.
- **Sexual Assault:** A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.

## What is consent?

- Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g to vaginal but not anal sex or penetration with conditions, such as wearing a condom.
- Consent can be withdrawn at any time during sexual activity and each time activity occurs.
- Someone consents to vaginal, anal or oral penetration only if s/he agrees by choice to that penetration and has the freedom and capacity to make that choice.
- A child under the age of 13 can never consent to any sexual activity;
- The age of consent is 16/17
- Sexual intercourse without consent is rape.
- Sexual harassment means 'unwanted conduct of a sexual nature' that can occur online and offline. Sexual harassment is likely to: violate a child's dignity, and/or make them
- feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.

**Sexual Harassment:** Whilst not intended to be an exhaustive list, sexual harassment can include:

- Sexual comments.
  - Telling sexual stories.
  - Making lewd comments.
  - Making sexual remarks about clothes and appearance and calling someone sexualised names.
  - Sexual "jokes" or taunting.
  - Physical behaviour, such as: deliberately brushing against someone, interfering with someone's clothes.
  - Displaying pictures, photos or drawings of a sexual nature.
  - Online sexual harassment.
  - Non-consensual sharing of sexual images and videos.
  - Sexualised online bullying.
  - Unwanted sexual comments and messages, including, on social media.
  - Sexual exploitation; coercion and threats.
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