



**YCAT**

**YORKSHIRE  
COLLABORATIVE  
ACADEMY TRUST**

**ANTI-BULLYING  
POLICY**

**This Policy was adopted by:**

**Yorkshire Collaborative Academy Trust  
on 10/10/17**

Chair of Trustees: Mr Ian Moore	
Signature:	 IAN MOORE
Frequency of review:	3 years
To be reviewed by:	SILG

**REVIEW RECORD**

Date of review	Reason for review	Date of next review
Oct 17	Creation of new policy	Oct 2020

Date of review	Reason for review	Date of next review
Oct 2020	Policy Review Schedule	Oct 2023

Name:	Mrs. Jenny Baynes	Signature:	 on behalf of YCAT Full Board
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Date of review	Reason for review	Date of next review
Oct 2023	Policy Review Schedule	Oct 2026

Name:	Mrs. Jenny Baynes	Signature:	 on behalf of YCAT Full Board
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## Rationale

The purpose of this policy statement is:

- to prevent bullying from happening between children who attend our schools or take part in our activities.
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- to provide information to all staff, governors, volunteers, children and their families about what we should all do to prevent and deal with bullying.

***Bullying is when individuals or groups seek to harm, intimidate or coerce someone who is perceived to be vulnerable (Oxford English Dictionary, 2021).***

## What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions we have set out below.

### Verbal abuse:

- name-calling
- saying nasty things to or about a child or their family.

### Physical abuse:

- hitting a child
- pushing a child
- physical assault.

### Emotional abuse:

- making threats
- undermining a child
- excluding a child from a friendship group or activities.

### Cyberbullying/online bullying:

- excluding a child from online games, activities or friendship groups
- sending threatening, upsetting or abusive messages
- creating and sharing embarrassing or malicious images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games.
- voting for or against someone in an abusive poll
- setting up hate sites or groups about a particular child
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

**Bullying can be a form of discrimination, particularly if it is based on a child's disability, race, religion or belief, gender identity or sexuality.**

**We believe that:**

- children and young people should never experience abuse of any kind.
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

**We recognise that:**

- bullying causes real distress and affects a person's health and development in some instances, bullying can cause significant harm.
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

**We will seek to prevent bullying by:**

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities.
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it.
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place.

**Our regular discussions with staff, volunteers, children, young people and families will focus on:**

- group members' responsibilities to look after one another and uphold the behaviour code.
- practising skills such as listening to each other.
- respecting the fact that we are all different
- making sure that no one is without friends.
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.

**Responding to bullying**

We will make sure our response to incidents of bullying considers:

- the needs of the person being bullied.
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our schools as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

**Diversity and inclusion**

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our schools.

**YCAT's anti-bullying policy is to:**

- make it known that bullying will not be tolerated in YCAT schools.
- ensure that no-one suffers from verbal or physical abuse in any form.
- make each trust school a place where everyone can feel secure.
- make everyone aware that bullying will be dealt with immediately.
- ensure that no-one feels victimised in any way.
- encourage pupils to share and discuss their problems.
- ensure that staff are aware of signs of bullying.

A code of practice for handling any bullying incidents has been discussed and drawn up. It relies on the school being informed of any problems at an early stage so that action can be taken before matters reach extremes. Pupils should feel confident about approaching members of staff with any problems. Parents should feel confident in the knowledge that any approach to school will be dealt with sympathetically and patiently. They will not be dismissed as over-anxious parents.

**CODE OF PRACTICE**

To uphold this code, all staff across the Trust will foster and encourage a school atmosphere where pupils are sensitive to and care for the feelings of others, value the contributions others make to school life and value their school, its property and the property of others.

Staff will:

- follow the set of actions flow chart [see below]
- record, investigate and act in every reported instance of bullying.
- watch for signs of distress in pupils which may indicate that he/she has been the victim of a bullying incident.
- be vigilant at all times, but particularly at break and lunchtimes.
- in the first instance deal with classroom incidents themselves, referring to senior staff if appropriate.
- support victims as much as necessary.
- take appropriate action discreetly and sensitively.
- encourage pupils to report incidents.
- use personal and social education to foster and create a caring and co-operative school environment.
- teach appropriate social behaviour by drawing on incidents as they occur in school life.
- consult with mid-day supervisors over lunchtime incidents.
- make the unacceptable nature of bullying behaviour, and the consequences of any repetition, clear to the bully and his/her parents.
- ask parents to keep a home record for further discussion if reports of bullying incidents are persistent.
- provide anti-bullying workshops/focus days throughout the Autumn Term each academic year.

**ANTI-BULLYING PROCEDURE**

