



ANTI-BULLYING POLICY

ACROSS ALL DELIVERY STRANDS FROM FURTHER EDUCATION TO HIGHER EDUCATION AND APPRENTICESHIP PROVISION

Updated September 2023

Contents

1. Introduction	2
Policy Objectives	2
2. Definition of Bullying.....	3
3. Practice and Procedures.....	4
Preventing Bullying:	4
Prevention and Recognition:	4
Reporting Bullying:.....	4
Responding to bullying:.....	4
Vulnerable students:	5
4. Context, Review and Update	6
5. Support at Fashion Retail Academy.....	6

Anti-Bullying Policy

1. Introduction

We aim to ensure that all members of The Fashion Retail Academy (FRA) community feel welcome, safe and happy and so are able to learn and achieve. The Academy ethos is built on the importance of kindness and respect for each individual, and these principles are taught and emphasised, both within and outside the curriculum.

Bullying of any kind prevents this from happening and makes people feel unsafe. As an Academy, we take bullying very seriously and act in line with the following:

- Human Rights Act 1998
- The 2010 Equality Act (including the Public Sector Equality Duty) DfE regulations and guidance
- [Working Together to Safeguard Children](#) DfE (July 2018)
- [Keeping children safe in education 2023 \(publishing.service.gov.uk\)](#) DfE (Sep 2023)
- [The Prevent duty: Departmental advice for schools and childcare providers](#) DfE (June 2015)
- [Preventing and tackling bullying](#) DfE (2017)
- [Sexual violence and sexual harassment between children in schools and colleges DfE \(July 2021\)](#)
- [Teaching online safety in school](#) DfE (June 2019)
- [Mental Health and Behaviour in Schools](#) DfE (November 2018)

Students and parents should understand that reporting bullying is essential, and be assured that the Academy will support them fully whenever bullying is reported. It is the responsibility of all members of the Academy community to implement this Anti-Bullying Policy.

Policy Objectives

- build an anti-bullying ethos in the Academy
- ensure all staff, students and parents have a clear understanding of what is bullying behaviour
- ensure that all Governors and staff know and understand the Academy policy on bullying and follow it when bullying is suspected or reported
- ensure that all students and parents know the Academy policy on bullying and feel confident to activate the anti-bullying procedures
- increase understanding for students who are bullied Students at The Fashion Retail Academy should:
 - feel safe and not be made to feel unhappy by others
 - not be frightened or harassed by others, physically, sexually, emotionally or in any other way
 - not be inappropriately touched, pushed, kicked, hit, spat at, etc.
 - not have their property damaged, stolen or taken from them by extortion
 - not be teased about race, religion, disability, social class, gender, personal differences, performance at Academy or any other matter

- not be teased, humiliated, ridiculed, threatened or made unhappy by unpleasant notes, letters, text messages, e-mails, phone calls, contact via social media, any form of gossip, or by any other means including hostile looks, taunting, whispering campaigns, peer manipulation or being excluded by peers

2. Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Stopping violence and ensuring immediate physical safety is obviously an Academy's first priority but emotional bullying can be more damaging than physical; teachers and Academies have to make their own judgements about each specific case. Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves.

The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

Low-level disruption and the use of offensive language can in itself have a significant impact on its target. If left unchallenged or dismissed as banter or horseplay it can also lead to reluctance to report other behaviour. Early intervention can help to set clear expectations of the behaviour that is and isn't acceptable and help stop negative behaviours escalating.

Sexual Violence and Sexual Harassment can occur between two young people of any sex. They can also occur through a group of young people sexually assaulting or sexually harassing a single young person or group of young people. Sexual harassment is taken to mean 'unwanted conduct of a sexual nature' that includes comments and can occur online and offline. Sexual harassment is likely to: violate a young person's dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment. See the FRA's **Prevention of and response to Sexual Harassment and Sexual Violence** for further information.

All bullying is designed to make the victim feel threatened, humiliated and unsafe. Not all negative interactions between students can be deemed as bullying and the Academy works hard to ensure that students understand the difference between bullying and 'falling out' or arguing.

3. Practice and Procedures

Preventing Bullying: Prevention is better than cure. We are vigilant for signs of bullying and always take reports of bullying seriously. What constitutes bullying, including sexual violence or harassment, is discussed in tutorial sessions and as part of Wellbeing Masterclasses. All staff will be knowledgeable on the Filtering and Monitoring systems we have in place at FRA. These systems will be monitored by IT Services and DSL who will raise any concerns of bullying via the online systems.

The Academy recognises that it is helpful to openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality, and different family situations, such as looked after children or those with caring responsibilities. Use of any prejudice-based language is unacceptable.

Prevention and Recognition: We make sure that students understand that they must report any incidents of bullying to an adult and that, when another student tells them that they are being bullied, or if they see bullying taking place, it is their responsibility to report what they know to a member of Academy staff.

Reporting Bullying: Students who are bullied, who witness bullying or even those who have participated in bullying should feel confident to report it to a member of Academy staff. Parents, or anyone else, who become aware of any behaviour which could constitute bullying should report it to Academy staff.

Each incident will be dealt with on its merits, but all reported incidents of bullying will be taken seriously and investigated. Incidents will be recorded, along with the action taken as a result of further investigation. An accurate note of dates, times and places of any incidents will be recorded, along with the names of those involved and witnesses to the incidents.

Responding to bullying: In the event of a disclosure the Academy would seek to:

- establish the facts within a supportive and safe environment
- praise the student for disclosing
- appreciate the complainant's desire to see justice is done
- inform parents/carers when appropriate
- feed back to the complainant
- recognise the need for using agencies as appropriate
- bring about a lasting change of behaviour in the perpetrator as needed.

Actions taken are likely to include some or all of the following, as appropriate:

- the alleged perpetrator is interviewed by a member of staff
- friends/witnesses/others involved are interviewed by a member of staff
- if necessary further investigations are carried out
- findings are discussed separately with the complainant and the alleged perpetrator
- if the alleged perpetrator is found to be responsible for bullying, action will be taken that is appropriate to the severity. This action will include an appropriate sanction and contact with parents/carers as appropriate

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- if appropriate a solution meeting will take place with all parties involved where the “responsible party/ parties” will be given the opportunity to apologise and make assurances regarding their future conduct.
- students who have been bullied will receive appropriate support, including the involvement of external agencies where needed. Their parents/carers will be informed as appropriate, and included in discussions about appropriate support.
- students who have bullied will be helped to understand the pain their actions have caused and reminded of the possible consequence of bullying. The sanctions for repeat incidents will be explained clearly to them.
- support will be agreed to ensure they do not repeat bullying behaviours and their behaviour may be monitored. Support may include strategies such as setting up an Individual Support Plan or involvement of external agencies where needed.
- parents of students who are perpetrators will be informed, as appropriate, of the incident and asked to support strategies proposed to tackle the problem and reduce the chance of repeat incidents.
- incidents will be recorded centrally, monitored and reported to the Academy’s Head of Wellbeing; Director of Delivery; Principal and Governors as required.

Vulnerable students: Bullying can happen to all children and young people and it can affect their social, mental and emotional health. This means being alert to the effect any form of bullying can have and being especially alert to where it may have a severe impact. DfE advice states that, “Some students are more likely to be the target of bullying because of the attitudes and behaviours some young people have towards those who are different from themselves. For example, those with special educational needs or disabilities, those who are adopted, those who are suffering from a health problem or those with caring responsibilities may be more likely to experience bullying because of difference. Children in care that are frequently on the move may also be vulnerable because they are always the newcomer. These young people are often the same young people who might need greater support to deal with the impact of bullying, for example those who are going through a personal or family crisis. There will also be a range of other local or individual factors that result in some children being more vulnerable to bullying and its impact than others”. Academy staff are made aware of these additional needs of vulnerable students. They will do all they can to prevent bullying, and will support any students who are bullied.

When there is ‘reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm’ a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, staff should discuss with the designated safeguarding lead and the concerns will be reported to the local authority children’s social care. The Academy will then work with social care to take the appropriate action.

It should be noted that if the alleged bullying relates to a member of staff, the matter will be dealt with under the Academy’s Staff Code of Conduct or Disciplinary Procedure, as appropriate.

4. Context, Review and Update

This policy should be read in conjunction with other Academy policies, particularly the Safeguarding, Preventing Extremism & Radicalisation, Prevention of and Response to Sexual Harassment and Sexual Violence, SEND and other relevant policies.

5. Support at Fashion Retail Academy

Support is available at Fashion Retail Academy for all students. We have a Student Support team that are in room 104, Monday to Friday from 9am till 5pm. Students can drop in and see them for all different kinds of support and signposting to other services. They are also contactable via email on wellbeing@fra.ac.uk.

We also have a counselling service where students can self-refer via the Counselling tab within the students SharePoint. They can also email Counselling@fra.ac.uk.

This policy will be reviewed annually.

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