

# Anti-Bullying Policy



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## **1. BULLYING: OUR ACADEMY'S VALUES AND BELIEFS:**

All students have the right to feel happy, safe and included.

Students have the right to come to school to work in a caring and friendly environment without harassment, intimidation or fear.

Bullying of any kind is therefore unacceptable and will not be tolerated.

Students who experience bullying will be supported.

We recognise the effect that bullying can have on a student's feeling of worth and therefore actively promote an anti-bullying climate throughout our community.

## **2. OUR DEFINITION OF BULLYING:**

We acknowledge that both friendship problems and bullying behaviour can be unpleasant and upsetting but it is important to distinguish between the two, as the responses to friendship problems will be different to the strategies used to address bullying behaviour.

**Friendship problems** may be an occasional or isolated incident where students have a disagreement and find it difficult to resolve the disagreement without intervention from a member of the Academy staff. It is unlikely that this will be repeated behaviour and can be resolved through restorative practices. However, we recognise that repeated friendship problems can sometimes lead to bullying behaviour.

### **Bullying**

There is no legal definition of bullying. But it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

Bullying can take many forms including:

- physical bullying, such as hitting, slapping or pushing someone
- verbal bullying, such as name calling, gossiping or threatening someone
- non-verbal abuse, such as hand signs or text messages
- emotional abuse, such as threatening, intimidating or humiliating someone
- exclusion such as ignoring or isolating someone
- undermining, by constant criticism or spreading rumours
- controlling or manipulating someone
- making silent, hoax or abusive calls
- racial, sexual or homophobic bullying
- bullying someone because they have a disability

We expect all members of The St Leonards Academy community to show respect for other people and their feelings, opinions, culture and their right to be individuals. Bullying of any kind is not tolerated. We will ensure that we have consistent procedures for investigating,

recording and dealing with bullying and we will ensure that we are consistent in our responses to bullying.

### **3. OUR DEFINITION OF CYBER BULLYING:**

Cyber bullying is bullying through a mobile phone or online (e.g. by email, instant messenger or on social network sites). Cyber bullying is just as serious.

There are many ways of bullying someone online and for some it can take shape in more ways than one. Some of the types of cyber bullying are:

- Harassment, such as persistently sending offensive, rude, and insulting messages and being abusive.
- Denigration, such sending information about another person that is fake, damaging and untrue. Sharing photos of someone for the purpose to ridicule, spreading fake rumours and gossip.
- Flaming, such as purposely using really extreme and offensive language and getting into online arguments and fights. They do this to cause reactions and enjoy the fact it causes someone to get distressed.
- Impersonation, such as when someone will hack into someone's email or social networking account and use the person's online identity to send or post vicious or embarrassing material to/about others.
- Outing and trickery, such as when someone may share personal information about another or trick someone into revealing secrets and forward it to others.
- Cyber stalking, such as repeatedly sending messages that include threats of harm, harassment, intimidating messages, or engaging in other online activities that make a person afraid for his or her safety.
- Exclusion, such as intentionally leaving someone out of a group such as group messages, online apps, gaming sites and other online engagement.

Cyber bullying will be treated with the same intolerance and in the same ways as any other form of bullying in the Academy.

Cyber bullying can be reported through the same channels of communication outlined further on in this policy.

### **4. CREATING AN ANTI-BULLYING CLIMATE IN THE ACADEMY:**

The welfare and safety of young people at the Academy is of paramount importance and we take meticulous care in promoting a secure and safe environment for all of our students. We actively seek to prevent bullying by:

- Providing systematic opportunities to develop students' social and emotional skills, including their resilience
- Promote a clear anti-bullying message through the curriculum, through displays, through peer support, through tutor time and assemblies

- Staff on duty during unstructured times will actively patrol the Academy encouraging positive and inclusive behaviour from all students
- Making students' role in preventing bullying clear, including when they find themselves as bystanders, and encouraging them to report any bullying they may be witness to.
- Promoting the Academy's PRIDE agenda and specifically the Respect stand.
- Using our student leadership as a forum to discuss anti-bullying strategies and act on feedback
- Themes of anti-bullying and tolerance will be filtered through to students via Personal Development classes and inherent in themes in the History and English curriculum.

## **5. PROCEDURES FOR DEALING WITH BULLYING:**

When an incident of bullying is reported we:

- Make it easy for students to report bullying, by being clear that students can report bullying to any member of staff, without fear of further bullying or discrimination. In the first instance students might feel most comfortable reporting bullying to their tutor or Head of Year.
- Take any reported bullying seriously and investigate it thoroughly
- Implement sanctions for any student found to have bullied another student. This might include loss of privileges, detention, internal exclusion, external exclusion or permanent exclusion, depending on the nature, severity and context of the bullying.
- Work with perpetrators using a restorative justice approach to help them to take responsibility for their actions, to repair the harm done and to ensure that there is no repetition.
- Work closely with the parents/carers of the target and perpetrator, and inform them of the outcome of the investigation
- Support the victims of bullying, by for example, making sure that there is an adult who is their first point of contact to express any on-going concerns.
- Schedule a review between the tutor and student following the resolution of a bullying incident. The review will focus on the wellbeing of the student.

- Record any instances of bullying as a safeguarding concern and log this on the Academy's child protection online management system, CPOMS.

**No one should have to put up with bullying.**

**Tell someone if it happens to you.**

**Tell someone if you see it happening to others.**