



# ANTI-BULLYING POLICY

## Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Academy. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a 'telling' Academy. This means anyone who knows that bullying is happening is expected to tell the staff. The staff should then pass any information about incidents of bullying to the appropriate Head of Year.

## Responsibility and Review

This is not a Statutory Policy

The member of SLT responsible for this policy is the person responsible for Safeguarding.

This policy was reviewed in October 2016

Next Review date is October 2019 unless legislation or other issues arise.

## What is bullying?

Bullying results in pain and distress to the victim. Bullying can be:

- Emotional: excluding from groups, tormenting (i.e. hiding books, threatening and intimidating gestures), humiliating
- Physical: any unwanted physical contact (i.e. punching, kicking, hitting or any use of violence.)
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Written: unpleasant comments about someone or offensive use of text messages, message boards (e.g. MSN), emails or websites.

**This is not meant to be a definitive list of examples of bullying behaviour. There are many more examples of behaviour that can cause distress and pain to others.**

- Bullying can be deliberate or unintentional.
- Bullying can be caused by individuals or by groups.
- Bullying can be an isolated incident or be of a more persistent nature.

## Why is it important to respond to bullying?

Bullying hurts. No-one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaving. Everybody has the right to be treated with respect.

## We all need to recognise that bullying can:

- have an adverse effect on both physical and mental health
- have long term effects for both the bullies and the victims
- seriously disrupt a young person's education
- cause much stress and anxiety to both victims and their families

Schools have a responsibility to respond promptly and effectively to issues of bullying. The School must be informed about all incidents of bullying if it is to carry out this responsibility effectively. To allow or condone bullying may lead to consideration under child protection procedures. This includes homophobic, gender and race related bullying.

## **Objectives of this policy**

All pupils, parents, governors, teaching and non-teaching staff:

- should have an understanding of what bullying is
- should be opposed to and actively respond to acts of bullying
- should know what the School policy is on bullying, follow it when bullying is reported and model appropriate behaviour consistently

As a School we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated. Parents, pupils and staff should have an understanding of the procedures that will be followed when a bullying incident comes to light. Support and advice will be offered to pupils who are experiencing bullying.

## **Possible signs and symptoms to look out for**

- being frightened of walking to or from School
- not wanting to go on the Academy /public bus
- change their usual routine
- beg to be driven to the Academy
- being unwilling to go to the Academy
- becoming anxious and withdrawn
- attempted or threatened suicide
- crying themselves to sleep at night/nightmares
- feeling ill in the mornings
- truanting
- beginning to do poorly at School
- coming home with clothes/books torn
- having possessions 'go missing'
- asking for money or stealing money
- unexplained cuts/bruises
- coming home hungry (money/lunch has been stolen)
- becoming withdrawn, lacking in confidence
- becoming aggressive and unreasonable
- bullying other children or siblings
- giving improbable excuses for any of the above

Please discuss your concerns with the Heads of Year rather than worrying about whether you should act or not. Bullying may not be responsible for the changes that you have noticed, but there may be other causes that may need investigating.

## **Procedures to be followed by parents, pupils and staff**

### **1) Report bullying incidents to the Heads of Year.**

- Pupils should tell either their parents, a member of the pastoral team or a head of year.
- Parents should contact the Head of Year / pastoral manager through one of the Academy offices.
- Teaching and non-teaching staff should:
  - contact the Head of Year directly by going to see him/her
  - also record the incident on an incident form or Sims.

### **2) All reported incidents will be recorded by Heads of Year or the Behaviour Support Manager on SIMS**

- The bullying register will be administered by the Heads of Year and the Behaviour Support Manager. It will be used to hold, centrally, information about bullying incidents. The register will enable the School to monitor the number of reported cases of bullying and to evaluate the School's current procedures.

### **3) In most cases parents will be informed about their child's involvement in bullying and, if it is thought to be appropriate, they will be asked to attend a meeting to discuss the problem.**

**4) If necessary and appropriate, police will be consulted.**

The Academy may involve the police if there has been a serious physical assault or if the bullying is happening outside School.

**5) Bullying behaviour or threats of bullying must be investigated and steps must be taken to stop the bullying quickly.**

**6) Following investigation and confirmation of bullying behaviour, the normal School sanctions will be applied if appropriate. This might mean the use of detentions or exclusion (see 'Outcomes' - below)**

**7) An attempt will be made to help the bully (bullies) change their behaviour.**

This could involve the 'Believe in you Teens', the Head of Year, other staff, Restorative Justice or external agencies as appropriate.

**8) Heads of Year will investigate all incidents and suspicions of bullying that have been reported to them.**

### **Outcomes**

**1) If possible the pupils will be reconciled using a restorative approach.**

- The Head of Year/ Pastoral Manager will discuss the incident with the victim and the bully (bullies) and an attempt will be made to resolve the situation to the satisfaction of the victim without the use of sanctions. A sincere apology may be all that is needed.
- However, any single incident of physical assault may result in the bully receiving a fixed term exclusion.

**2) Repeated bullying and unrelenting bullying will lead to sanctions being used such as detentions and eventually exclusion may be considered.**

With repeated bullying, the behaviour of the victim and the bully and how it contributes to the situation will be investigated by the Heads of Year/ Pastoral manager. Counselling or other levels of support for both may well follow.

**3) The Head of Year or the Form Teacher will monitor all incidents and their resolution.**

This will be carried out by arranging for the pupils involved in an incident to discuss the current state of their relationships with their Form Teacher or Head of Year.

### **Prevention**

In our work across the curriculum we try to encourage pupils to show a high level of sensitivity and understanding of the needs and feelings of all members of the community, both inside and outside The Academy.

There are several other methods that may be used if appropriate.

### **Assemblies**

- Tutorial periods
- Signing of a behaviour contract
- Promotion of National Anti-Bullying Week
- Making up role-plays
- Having discussions about bullying and why it matters
- Reading stories or poems or drawing pictures about bullying
- Carrying out surveys to find out when and where bullying takes place and then implement a strategy for the prevention of bullying
- Production of a range of informative leaflets relating to the different areas of the bullying policy; e.g. 'Coping Strategies' for those who have been, or are being, bullied
- A workshop about mental health issues, including the effects of bullying must be included in Health days or in the PSHE programme
- An annual survey of bullying to be carried out and the findings used to inform the future development of strategies if changes are needed.

- Display anti-bullying posters
- Arrange counselling for bullies and, if necessary, for those who are being bullied
- Inform duty staff of areas around the site that may need better supervision.

**Parents can help to counter bullying in School by:**

- treating their child's anxieties seriously
- contacting the Academy as soon as any bullying is suspected
- teaching their children traditional values of honesty, tolerance and what is right and wrong

**Pupils can help counter bullying by:**

- reporting incidents of bullying – either in person or confidentially online.
- supporting the bullied person
- not joining in.

**Written by:**

**Owner:**

**Status:**

**Approval date:**

**Review Date:** 11 January 2021