

# Anti-Bullying Policy

## What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. It is the abuse of power by an individual or group. Bullying results in pain and distress to the victim. It may occur frequently or infrequently, but it should always be taken seriously even if it has occurred on only one occasion

Policies are written in accordance with the five outcomes contained within Every Child Matters:

- Being healthy.
- Staying safe.
- Enjoying and achieving.
- Making a positive contribution.
- Achieving economic wellbeing

## 1 Rationale

**1.1** At this academy we believe that any actions or words that are used for the express purpose of causing discomfort or harm to another person are bullying. We recognise that bullying can cause extreme emotional distress to its victims and that no member of the academy community should bully any other. We regard all forms of bullying as being serious, but we recognise that bullying in the contexts outlined below require a particularly firm response:

- Bullying that takes place on a systematic basis towards one individual
- Bullying that is perpetrated on a systematic basis by one individual or one group.
- Bullying that is directed towards individuals who are particularly vulnerable.
- bullying related to **race, religion, sex, disability, gender, sexual orientations, gender reassignment, age or culture**
- Bullying related to SEN or disabilities
- Bullying related to appearance or health conditions
- Bullying of young carers, looked-after children or otherwise related to home circumstances
- Sexist, sexual bullying or sexting
- Cyber bullying
- Peer to Peer bullying

**1.2** Physical violence is not the only way in which bullying takes place and the seriousness of mental, verbal and emotional bullying must not be underestimated. Bullying may often take the guise of sexism and racism.

## **2 Objectives of this Policy**

- 2.1** All teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- 2.2** All teaching and non-teaching staff should know what the academy policy is on bullying, and follow it when bullying is reported.
- 2.3** All pupils and parents should know what the academy policy is on bullying, and what they should do if bullying arises.
- 2.4** As an academy we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- 2.5** Bullying will not be tolerated at all.

## **3 Outcomes**

The pupil and other outcomes we expect are:

- 3.1** Pupils who feel safe and secure from bullying in all aspects of their academy life.
- 3.2** Improved examination and other outcomes as a result of a safe and secure environment that supports learning.
- 3.3** Pupils who are confident to report bullying whether they, or others, are the victims.
- 3.4** Pupils who are confident that bullying will be dealt with seriously by the academy.
- 3.5** Staff who are aware of the procedures to be followed in the event of bullying.

## **4 Planning and Implementation**

### **4.1 Curriculum**

- 4.1.1** The issues surrounding bullying will be addressed consistently in the PSHEE, Citizenship and ICT curriculum for each year group.
- 4.1.2** The issues surrounding bullying will be addressed formally and informally in academy assemblies and form registration time.
- 4.1.3** The academy will work towards a system where each subject department will identify areas on its curriculum where bullying can and will be addressed.

## **4.2 Response to incidents**

- 4.2.1** If a member of staff sees an incident of bullying, he/she must intervene immediately and later complete an incident report for the appropriate tutor.
- 4.2.2** Staff who receive reports of bullying must complete an incident report form.
- 4.2.3** Pupils who are victims of bullying should report the fact to a member of staff.
- 4.2.4** Pupils who witness incidents of bullying should report the fact to a member of staff.
- 4.2.5** Parents who are concerned about bullying should contact a member of staff. In **all** such cases, the tutor and linked member of the Leadership Team must be informed.
- 4.2.6** All reported incidents of bullying must be recorded by the appropriate pastoral officer. The written report must also include a summary of action taken and must be brought to the attention of the Director of Education.

## **4.3 Support and Action**

- 4.3.1** In respect of victims and perpetrators of bullying, each case will be dealt with individually
- 4.3.2** The tutor will discuss appropriate action with the linked member of the Leadership Team.
- 4.3.3** Appropriate action for victims may include counselling and the temporary provisions of “safe havens” while the matter is dealt with.
- 4.3.4** Appropriate action for perpetrators may include: informing parents, internal or external exclusion from Academy, counselling to tackle the causes of the behaviour, detention during times when bullying takes place (e.g. break times, lunch times), being escorted to and from Academy by parents, removal to different form or teaching group.
- 4.3.5** In all cases, perpetrators will receive counselling from the tutor or other appropriate member of staff about the academy's bullying policy and the reasons for it.

## **4.4 Future Development**

- 4.4.1** The academy will have regard to the DfE guidance Safe to Learn: Embedding anti-bullying work in Academies (DCSF-00656-2007), the latest guidance **Preventing and Tackling bullying July 2017** and will be engaged with the DfE national anti-bullying campaign and review this policy in light of any issues raised.

## **5 Monitoring, Review and Evaluation**

***This policy will be reviewed annually by the Director of Education***

- 5.1** The Director of Education will be responsible for the successful implementation of this policy. This will be done through consultations with the academy council, analysis of the incident forms and meetings with the Tutor of Year.
- 5.2** Tutor of Year will monitor the implementation of the policy through year council meetings and year team meetings.
- 5.3** Progress on the review and implementation of the policy will be reported to the curriculum committee of the governing body.

### **Equal Opportunities**

The Anti – bullying policy follows the guidance of our Equality policy and the Single Equality Act of 2010 (amended 2014), (Protected Characteristics)