



Anti-Bullying Policy

Introduction

As an anti-social activity, designed to instill fear in the victim, bullying sabotages any attempt to provide a safe learning environment. Bullies only thrive within a community that is prepared to be secretive.

The academy aims to equip its students with the skills and confidence to be open and assertive and to provide opportunities to make it as easy and safe as possible for people to tell someone if they are being bullied. Thorough investigation and appropriate intervention will follow any disclosure and the intervention will be targeted at both the victim and the perpetrator.

Purpose of the policy

The purpose of this policy is

- to inform students, parents, staff and all stakeholders of what constitutes bullying
- to demonstrate how the the academy aims to keep the the academy community safe and prevent bullying
- outline how to seek support, either for self or others
- to advise what to do if you are being bullied or know of someone who is being bullied
- to outline what will happen when bullying is reported or suspected

Definitions

What do we mean by bullying?

Bullying is a deliberate and persistent act of aggression with the intention of hurting another person and results in distress to the victim/s. Bullying gives a feeling of power, status or other gratification to the bully.

Bullying can be:

verbal name-calling, sarcasm, spreading rumours, teasing

emotional excluding, tormenting, being unfriendly

racist taunts, graffiti, gestures

sexual unwanted physical contact, abusive comments

physical pushing, kicking, hitting, punching, any violence.

cyber uses internet, mobile phone, ICT communications

Many students will encounter difficulties within their relationships and most frequently this, though upsetting, does not constitute bullying, but will still be responded to with support and intervention.

For bullying to be proven, the perpetrator must be conscious of doing it and it must consist of ongoing, repeated acts which are targeted at a specific victim or victims, with the intention of causing harm. In line with recent safeguarding guidance, education providers must be able to provide support for the victim and work with educating the perpetrator.

What are the boundaries and jurisdiction of the the academy?

Clearly the the academy site at all times is included but this is not exclusive. It also includes situations in which students who are deemed to be on the way to or from the academy and throughout lunchtime, in the vicinity of the the academy. All the academy trips and functions are also included. We also aim to support students where behaviour beyond this scope still has an impact in the academy.

Prevention of bullying

Despite the fact that appropriate action occurs whenever bullying is reported, witnessed or suspected, prevention of bullying in the first place, is infinitely more desirable than simply reacting to it.

It is well known that bullies only thrive within a secretive atmosphere, so a major thrust of our work lies in encouraging students and parents to tell us if bullying is taking place.

To these ends we:

- speak to parents during the Induction Programme prior to the students coming to the the academy advising them to observe their children and contact the the academy if bullying is suspected
- post our Anti-Bullying Policy on the the academy website
- advertise details of helplines and websites available to students to combat bullying
- deal with the issue of bullying in our Personal Development programme and Activity Days and in all year groups
- raise the issue in assembly and stress to children that they can report concerns in person or via the Classcharts app
- advise students to report to tutors, Heads of Year, any teacher, any non-teaching member of staff if they feel under threat or unsafe in the academy
- display available Anti-Bullying Literature in easily accessible areas of the the academy e.g Library
- expect all staff teaching and non-teaching to always model non-bullying behaviour.
- Expect all staff to challenge discriminatory language in class and around the site and record via CPOMS in timely fashion
- supervise movement and patrol the the academy site throughout the the academy day

What happens when an incidence of bullying is reported?

The relevant Head of Year of the victim and the bully are immediately informed verbally of the bullying by the member of staff and a written account follows as soon as possible afterwards.

The victim is immediately made safe either in the academy or, if there is a potential for violence to erupt, parents are contacted and a decision will be made by the staff member and parent about arrangements for the child's journey home.

A thorough investigation follows, managed by the Head of Year, and within the shortest timeframe practicable.

The alleged bully is questioned and, if necessary, is removed from having any possible direct influence over witnesses by being held in isolation or, if the situation demands, after contacting a parent, being taken home by a responsible adult.

Once the facts are established the the academy acts appropriately as determined by the Head of Year involved, if appropriate, under the guidance of a senior member of staff.

Parents of the children involved are updated on proceedings by the Head of Year, managing the case.

The Investigation

A systematic investigation is carried out, under the management of the Pastoral Manager(s) concerned.

Key points are established in the investigation to determine the best action to take.

The the academy takes firm action whenever bullying is discovered and the involvement of parents of perpetrator and victim takes place in all cases.

The the academy has regard for the victim in any action or response made by the the academy and pastoral support is provided.

The the academy communicates regularly with the parents, particularly of the victim, to assure them that this is a matter of the highest priority and informs them of progress made.

The information is recorded and logged on the the academy's communication platform, CPOMS.

The Head of Year monitors the situation in the aftermath or until the situation is resolved. They will also advise parents on accessing external support agencies if appropriate.

The perpetrator is given clear messages that bullying behaviour is totally unacceptable and learns about its damaging effects upon the victims and the consequences to themselves. We have a duty to deal with students via restorative justice and the perpetrator may also be referred to external agencies around their behaviour. E.g. Wear Kids, the RSE team and Brooks

The Head of Year has a range of sanctions/responses available to deal with the perpetrator ranging from counselling by tutor, Head of Year, or a named teacher through to recommending use of suspension from lessons either in our Inclusion base or an external suspension.

The Headteacher alone has the right to suspend students who bully others from the academy and does so with the full support of the the academy Governors.

Complaints

If the policy has not been adhered to or if parents are not satisfied by the response of the the academy to incidents, then the first step is to contact the Headteacher in writing, stating the nature of the complaint. The Headteacher will then investigate the complaint through the pastoral team. A senior leader will meet with parents as soon as possible to try to resolve the issue/s. If parents are still not satisfied, then contacting the Chair of the Governors in writing is the final recourse.

This policy is reviewed by Governors annually.

Next review date: July 2022