

# Anti-Bullying Policy

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Bullying and violence is wrong. Everyone in the Academy community has the responsibility to address bullying in line with the policy and practice set out below. It is not acceptable to ignore instances of bullying.

## Definition

The academy defines bullying as any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked and is often repeated and continued for a long period of time. It always reflects an imbalance and abuse of power. Bullying behaviours are aggressive although they may not seem so.

Bullying behaviours include, but are **not** limited to:

- threats
- physical intimidation
- verbal intimidation
- exclusion of the victim from the peer group - ostracism
- generally aggressive behaviour towards the victim
- cyber bullying
- bullying related to race, religion or culture
- bullying related to care status
- bullying related to a specific need
- bullying related to appearance
- sexist or sexual bullying
- bullying related to sexual orientation

## Roles and responsibilities

*All members of the Academy community will:*

- Be clear that bullying is unacceptable
- Report suspected bullying immediately to the pastoral management team

*Students will:*

- Develop respectful and polite relationships with one another, supported by the Academy's behaviour policy
- Be involved, through Academy Council, in the review of anti bullying work the school undertakes
- Be clear about the roles they can take in stopping bullying, and especially the role of bystander
- Report suspected bullying to staff immediately

### *All staff, including non-teaching staff, will:*

- promote an Academy climate where bullying and violence are not tolerated and cannot flourish
- model positive relationships
- celebrate the success of anti-bullying work
- Ensure that supervision prevents the opportunity for bullying to take place
- Ensure that any incident is dealt with at the appropriate level and that a written record of the incident and the action taken is passed to the pastoral managers of all involved

### *Pastoral Staff will:*

- Investigate complaints in line with the practice outlined below
- Inform the Vice Principal (ECM) of any suspected bullying, so that a formal record can be kept
- Inform the Vice Principal (ECM) of any suspected racist incidents, so that a formal record can be kept

### *The Academy will:*

- Celebrate the success of anti-bullying work
- Continually develop best-practice based on knowledge of what works
- Review the Academy anti-bullying policy every two years and, as a result, the policy and procedures are updated as necessary
- Maintain a high level of awareness of issues through assemblies, PSHE/Citizenship lessons, posters, workshops and pastoral support
- Deliver cyber bullying guidance in IT lesson to coincide with anti-bullying week. Our e-safety guidance is [here](#).
- Provide systems which make it easy for students to report incidents confidentially. A sample report form is [here](#).
- Take incidents reported seriously and respond as quickly as possible to them
- Provide training for all staff to respond appropriately when incidents come to their attention
- Use data systems to gather useful information about the effectiveness of the anti-bullying work, and use this data for monitoring and evaluation, sharing it with the Academy community. These data systems are available [here](#). Guidance on these systems is [here](#).
- Work in partnership with parents, other schools and with Children's Services and community partners to promote safe communities.

### *Parents will:*

- Be clear that the Academy does not tolerate bullying
- Be aware of the procedures to use if they are concerned their child is being bullied or does not feel safe to learn, including the Academy's complaints procedure

- Have confidence that the Academy will take any complaint about bullying seriously and investigate/resolve as necessary, and that the Academy systems will deal with the bullying in a way which protects their child

## Tackling Bullying

### *The Academy undertakes to:*

- Keep up-to-date with trends and themes in this area of work
- Always deal with issues/concerns regarding incidents
- Operate a reporting and recording procedure. This is detailed [here](#).
- Deal with all reports speedily, fairly and positively
- Take account of the evidence and all views
- Provide anonymity for the victim whenever possible/necessary
- Offer advice and support for the victim
- Offer advice and support for the student/s responsible
- Ensure that everyone involved is kept informed
- Operate a system of sanctions, in line with the behaviour policy, which will reflect the seriousness of the offence
- Provide space and time for pupils to discuss concerns
- Adopt a problem solving approach

### *Within our particular context we will remain aware that:*

- An apparent victim of bullying can sometimes be an 'agent provocateur' who causes unrest among peers and then makes accusations when they react. In a case where there this is suspected the 'bully' / bullies should be encouraged to involve adults rather than 'sorting things out'.
- Pupils often say that they were 'only playing'. In this case pupils must be made to understand that playing becomes something else when one party ceases to enjoy it.
- Attitudes of some parents and members of the community may differ from that of the school and regard bullying as 'standing up for oneself'. This needs careful handling.
- Adults can sometimes adopt approaches which rely on control through intimidation and fear. These too must be addressed and regarded as unacceptable in the school. Senior staff should be informed where such methods are suspected.

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