



Anti-Bullying

Contents

| | |
|--|---|
| 1. Policy..... | 2 |
| 2. Scope | 2 |
| 3. Key Principles..... | 2 |
| 4. Procedures..... | 2 |
| 4.2 Pupils who have been bullied are supported by: | 3 |
| 4.3 When dealing with bullying, the following disciplinary steps can be taken: | 3 |

| | | | |
|-------------|---------------|---------------------------|----------------|
| Title | Anti-Bullying | Last MCA Review Date: | July 2013 |
| Written by: | RW | Board of Trustees Review: | September 2013 |



Anti-Bullying

1. Policy

1.1 The Academy has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils and to follow these principles.

2. Scope

2.1 This policy relates to the student environment.

3. Key Principles

3.1 The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

3.2 Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft);
- Verbal (name calling, racist remarks, harassment) and
- Indirect (spreading rumours, excluding someone from social groups)

3.3 Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting.

3.4 Pupils must be encouraged to report bullying in schools.

3.5 The Academy's teaching and non-teaching staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

3.6 The Academy reiterates the expectation and fosters a culture of 'telling'. This extends to parents and/or carers who are encouraged to report changes in their child's behaviour or suspicions that their child is a victim of, or perpetrator of bullying.

4. Procedures

4.1 The following steps are taken when dealing with incidents:

- If bullying is suspected or reported, the incident is dealt with immediately by the member of staff who has been approached;

| | | | |
|-------------|---------------|---------------------------|----------------|
| Title | Anti-Bullying | Last MCA Review Date: | July 2013 |
| Written by: | RW | Board of Trustees Review: | September 2013 |



- It is incumbent on the staff member to seek the support of a Senior Member of the Pastoral Team or the Head of Year if it is deemed the situation cannot be resolved satisfactorily;
- A clear account of the incident is recorded and given to the Head of Year or Senior Member of the Pastoral Team;
- The Head of Year or Senior Member of the Pastoral Team will interview all concerned and will record the incident;
- Form Tutors and other staff involved with the pupil including the CSD Team are kept fully informed and involved;
- Parents are kept informed;
- Punitive measures are used as appropriate and in consultation with all parties concerned;
- Mediation can be used to support pupils being bullied and the bullies and
- Counselling is also available to support both categories of pupil.

4.2 Pupils who have been bullied are supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff with whom they are comfortable to speak;
- Being reassured;
- Being offered continuous support;
- Being assisted to have their self-esteem and confidence restored;
- The opportunity of referral to support services as appropriate i.e. CFCS, Counsellor, Mentor;
- The offer of a 'Resolution' meeting by Academy trained mentors.

4.3 Actions taken could also include:

- Discovering why the pupil became involved;
- Establishing wrong doing and need for change as appropriate;
- Informing parents or guardians to help change the attitude of the pupil

4.4 When dealing with bullying, the following disciplinary steps can be taken:

- Official warnings to cease offending ;
- Detention;
- Exclusion from certain areas of school premises;
- Minor fixed term exclusion;
- Major fixed term exclusion;
- Permanent exclusion.

4.5 The policy is promoted and implemented throughout the school. For example:

- Anti-Bullying boxes are placed outside the offices of every HOY and
- Assemblies on Anti-Bullying are delivered.

| | | | |
|-------------|---------------|---------------------------|----------------|
| Title | Anti-Bullying | Last MCA Review Date: | July 2013 |
| Written by: | RW | Board of Trustees Review: | September 2013 |



- 4.6 The school reviews this policy annually and assesses its implementation and effectiveness.

| | | | |
|-------------|---------------|---------------------------|----------------|
| Title | Anti-Bullying | Last MCA Review Date: | July 2013 |
| Written by: | RW | Board of Trustees Review: | September 2013 |