BOA

Anti-Bullying Policy

Date of Issue: September 2016

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Aim:

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without the fear of being bullied and that staff are free from fear of bullying by pupils. 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 the academy.

Statutory duties of school:

Section 89 of the Education and Inspections Act 2006 provides that maintained schools / academies must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the academy's behaviour policy which must be communicated to all pupils, academy staff and parents.

Scope of this policy and links to other policies

This policy includes:

- Bullying of pupils by pupils within the academy
- Bullying of and/or by pupils outside of the academy, where the academy is aware of it
- Bullying of staff by pupils within or outside the academy

Allegations about bullying of pupils by staff will be dealt with under the academyl's Safeguarding Policy.

This policy has links to the following academy policies and procedures:

- Equality Scheme
- Behaviour Handbook
- Acceptable Use Policy (internet safety)
- Safeguarding (child protection) Policy
- Child Protection Policy
- Complaints procedures
- SEN Policy and Practice

Definition:

Bullying occurs when a person or group of people, over a period of time, by word, action or gesture, deliberately deny the dignity of another individual or group i.e.

- Physically and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- Different, alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for yourself.

For BOA to be successful in 'valuing and respecting all individuals' and in 'providing opportunities for students to develop their confidence and self-respect', bullying must be identified and eradicated.

What does bullying look like, feel like, sound like?

Bullying is any behaviour by an individual or group that:

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it.
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident
- Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves.

It can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, offensive/personal remarks
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. e-mails, picture/video clip bullying, Instant Messaging (IM) and any social media platform.
- Indirect, e.g. graffiti, defacing of property, display of pornographic, class, disability, homophobic, racist or sexist material.

Who bullies?

Anyone has the capacity to bully. There are no completely reliable predisposition diagnoses. However, those who perceive themselves as low status within a community, institution or group may use bullying in an attempt to artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not. This puts equal opportunities and inclusion at the centre of all anti-bullying work in schools and academies.

Who is bullied?

Anyone can be bullied – young person, parent/carer/guardian, staff member or volunteer. People who suffer bullying are often perceived by others to be different. Sometimes the perceived difference is individual to that person – shyness, physical appearance, clothing and possessions, accent, perceived inappropriate behaviour.

Frequently the perceived difference comes from assigning an individual to a group. Such bullying would then be designated as class, disability, homophobic, racist, religious or sexist. People can be assigned or be a member of more than one group.

Identifying and reporting concern about bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absence or clinging to adults. There may be evidence of changes in work patterns, lacking concentration

or truanting from the academy. All members of staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour.

Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by:

- Talking to a member of staff of their choice
- Completing a 'bullying concern' form and placing it in the box at reception
- Contacting local and national support agencies for advice/support

A member of staff, who believes that he or she is being bullied or harassed, will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the academy in tackling it. Trying to resolve bullying directly with the bully or their families can lead to problems escalating.

Responding to reports about bullying

Academy

The academy will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
- A clear account of the concern will be recorded and given to the appropriate Head of House.
- The investigating member of staff will interview everyone involved and keep a detailed record. This will be held in line with the academy's data protection policy/practice.
- Parents and other relevant adults will be kept informed.
- Where bullying occurs outside the academy, any other relevant schools or agencies will be informed and advice/support obtained.
- Restorative justice approach will be used whenever possible.
- Punitive measures will be used as appropriate and in consultation with all parties involved.

Pupils & Staff

Staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Providing reassurance that the bullying will be addressed
- Offering continuous support.
- Restoring self-esteem and confidence
- The use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate.

- Help and advice on how to remove online material.

Pupils who have been bullied will be supported by:

- Discussing what happened.
- Discovering why the pupil became involved
- Establishing the wrongdoing and need to change
- Informing parents to help change the attitude of the pupil
- The use of special interventions and/or referrals to other agencies where appropriate.
- Peer Mentors

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of the school premises
- Confiscation of mobile phones, in line with our Acceptable use (internet safety) policy
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion
- Group or 1 to 1 work to explain the negative effects of bullying to the perpetrators and their cohort.

Parents

- Most concerns about bullying will be resolved through discussion between home and the academy. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.
- Where a pupil is involved in bullying others outside academy, i.e. in the street or through the use of internet at home, parents will be asked to work with the academy in addressing their child's behaviour, for example, restricting/monitoring their use of the internet or mobile phone
- Referral of the family to external support agencies will be made where appropriate.

Preventative measures

The academy will:

- Raise awareness of the nature of bullying through inclusion in PSHE, tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- Give care and support to create and maintain a safe learning environment where all pupils feel safe, secure and valued and know they will be listened to and taken seriously in line with the school ethos.
- Participate in local and national initiatives such as Anti-Bullying Week and the work of the LA's behaviour network
- Seek to develop links with the wider community that will support inclusive, anti-bullying education
- Consider the use of specific strategies, e.g. implement vertical tutoring across the school and peer mentoring on amore regular basis subject to available resources.

- Refer to the LA guidelines on 'Bullying in the Workplace' where an adult in the community believes that he/she is being bullied by another adult.

Promotion of this Policy

The policy and methods for reporting bullying concerns will be promoted throughout the academy, for example in information packs for new pupils and staff and through regular awareness raising activities with existing pupils and parents. The Anti-bullying focus group will promote their awareness in assemblies with peer mentors who will support these efforts. Pupil surveys will be carried out in each year group.

Monitoring, evaluation and review

A senior member of staff at the academy will be identified to lead on the implementation of the policy and act as the link person with the LA and outside agencies.

An annual report will be made to the governing body, including statistics about:

- The number of reported concerns
- Monitoring information about the pupils involved
- Motivations for bullying
- Actions taken and outcomes

The academy will review the policy annually and assess its implementation and effectiveness.