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| <b>Title</b>               | Anti-Bullying  |
| <b>Associated Policies</b> | <ul style="list-style-type: none"> <li>• Behaviour and Discipline (TPO/STU/03)</li> <li>• Single Equality Policy (TPO/EO/01)</li> <li>• Special Educational Needs and Inclusion (TPO/STU/05)</li> <li>• Student Care and Welfare (TPO/STU/06)</li> <li>• Student Voice (TPO/STU/08)</li> <li>• Grievance Procedure (TPO/STA/23)</li> </ul> |

REVIEWED: AUGUST 2016

NEXT REVIEW: AUGUST 2019

## 1. Policy Statement

**1.1** The Academy recognises that all members of the Academy community, staff and students alike have the right to feel safe and secure and that it has a responsibility to keep all members of its community safe from any form of bullying. Bullying of any kind is unacceptable and will not be tolerated at our Academy. At our Academy the safety, welfare and wellbeing of all students and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

Bullying may include:

- Physical assaults or threats – pushing, kicking, hitting, pinching and any form of violence
- Verbal – name calling, sarcasm, spreading rumours, persistent teasing
- Emotional – tormenting, threatening ridicule, humiliation, exclusion from groups or activities
- Racist – racial taunts, graffiti, gestures
- Sexual/gender-related – homophobic and biphobic, transphobic – unwanted physical contact, abusive comments
- Cyber – emails, inappropriate use of website, social networking, instant messaging, text messaging

Bullying may be related to:

- Race, religion, culture or beliefs
- Appearance
- Sexual orientation
- Gender identity
- Special Educational Needs
- Disability
- Home and family circumstance
- None of the above

The Academy will not accept any of the above behaviours from any member of the Academy community, whether or not the bullying takes place on academy premises or within or outside of normal school hours.

**1.2** The Academy places a great emphasis on the rights of individual students to be able to study and learn effectively and Academy staff to work in a calm and safe environment and will act immediately to

prevent and/or eliminate bullying through the internal Academy procedures whenever it appears. The Academy will seek to ensure that all incidents of bullying are eliminated. Internal Academy procedures are available upon request.

1.3 The Academy will ensure that all Academy staff are aware of what bullying is and are trained to detect the signs of bullying which may include:

- Unwillingness to come to the Academy
- Withdrawn or isolated behaviour, change in personality traits
- Complaining about missing possessions
- Refusal to talk about the problem
- Easily distressed
- Damaged or incomplete work, decline in academic progress
- Physical appearance and/or injury

1.4 The Academy will ensure that students are aware of issues in relation to bullying and this awareness will be developed through the assembly and PSHE/tutor programme and throughout the curriculum, and through ongoing support by the Academy's student care teams.

1.5 Whatever the intensity of bullying, all staff are encouraged to be vigilant at all times and intervene at an early stage. Non-intervention will not be accepted as this has the effect of tacitly condoning the bullying.

1.6 Investigations into bullying incidents will be thorough and involve both the bully and the victim. Parents will be informed of incidents of bullying as appropriate.

1.7 The Academy will ensure that all incidents of bullying are adequately recorded. Governors of the Academy will review the records at least once every academic year to monitor the effectiveness of the policy, actions taken by staff and sanctions imposed.

## 2. Who does this policy apply to?

2.1 The policy applies to all staff and students of the Academy.

## 3. Who is responsible for carrying out this policy?

3.1 The implementation of this policy will be monitored by the governors of the Academy and remain under constant review.

3.2 **Staff:** All school staff have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform a relevant member of staff, in line with the internal Academy procedures.

3.3 **Senior Staff:** The Senior Leadership Team and the Principal/Associate Principal have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

3.4 **Parents and Carers:** Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident to the school office and/or a nominated member of staff.

3.5 **Students:** Students should not take part in any kind of bullying and should watch out for potential signs of bullying amongst their peers. They should never be bystanders to incidents of bullying. If students witness bullying they should support the victim, encourage them to report the bullying and, if possible, accompany them to a trusted adult.

## 4. What are the principles behind this policy?

“Bullying is the behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally through threats or superior force” Preventing and Tackling Bullying (DfE, May 2012).

- 4.1 The Academy will not tolerate bullying of any type and will act immediately to prevent and/or eliminate bullying through the internal Academy procedures wherever there is evidence of it occurring.
- 4.2 Academy staff are made aware of the Academy’s commitment to eliminate bullying through staff induction and other training events. They will know how to recognise bullying, how to challenge it and how to report incidents of bullying.
- 4.3 Students are made aware of the Academy’s commitment to eliminate bullying through assemblies, tutor time and the curriculum. They will understand how to recognise bullying, understand its implications, be supported in challenging it and know where to go for help and support.
- 4.4 Parents and carers are made aware of the Academy’s commitment to eliminate bullying through parental information. Parents expressing concerns about bullying will be supported and know who to approach.
- 4.5 The Academy will seek the views of all stakeholders on the nature and extent of bullying in the Academy through its annual questionnaire. Students’ views will additionally be sought through the student forums. All feedback used to inform future provision.
- 4.6 The Academy may work in partnership with external agencies to eliminate bullying and provide additional support for those who may have been victims of bullying.
- 4.7 Parents and carers will be informed of the incidence of bullying as appropriate. The involvement of other agencies may also be requested by the Academy depending on the circumstances. The Academy may also refer the matter to the police.
- 4.8 The following disciplinary steps can be taken against acts of bullying:
  - Official warning to cease offending
  - Communication with parents
  - On report
  - Internal isolation
  - Involvement of external agencies, as appropriate
  - Fixed term exclusion from the Academy
  - Permanent exclusion from the Academy
  - In the case of staff, the grievance procedure may be followed
- 4.9 Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on students’ wellbeing beyond the school day. Staff, parents and carers, and students must be vigilant to bullying outside of school and report and respond accordingly in line with this policy. Parents/carers are encouraged to report concerns arising from issues out of school hours to external agencies, such as the Designated Officer or Police, should they wish to. This information can be accessed on the Safeguarding pages of the Academy website.

## **5. Policy Review**

- 5.1 This policy will be monitored as part of the Academy’s annual internal review and reviewed on a three year cycle or as required by legislature changes.