



# ANTI BULLYING POLICY

## **BULLYING: THE ACADEMY'S VALUES AND BELIEFS**

All students and staff have the right to feel happy, safe and included. Students and staff have the right to work in an environment without harassment, intimidation or fear. All bullying, of any sort, is therefore unacceptable. Students who experience bullying will be supported.

We recognise the effects that bullying can have on students' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

We are a TELLING school, which means that anyone who believes bullying is happening is expected to tell staff. The form tutor is the first point of contact to provide invaluable back up in supporting victims and in helping to resolve the problem.

### **OUR DEFINITION OF BULLYING**

Bullying can be defined as any repeated words or actions which are aimed at causing someone to feel, frightened, miserable and helpless in school.

#### **Bullying is**

- Deliberately hurtful
- Repeated over a period of time
- Difficult for victims to defend themselves against

#### **Bullying can be**

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical pushing, kicking, hitting, punching or any use of violence.
- Religious hostile or offensive action against a person because of their religious beliefs
- Racist taunts, graffiti, refusal to cooperate with others from a different culture.
- Sexual unwanted physical contact or sexually abusive comments.
- Homophobic any hostile or offensive action against lesbians, gay males, bisexuals or transgender students, or those perceived to be.
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber-bullying receiving unwanted and nasty emails or texts or have something posted on a web site or social media site about you
- SEN or Disability hostile or offensive action against a person because of their SEN or disability

Bullying involves dominance of one student by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

## **CREATING AN ANTI-BULLYING CLIMATE IN THE ACADEMY**

We promote positive behaviour in school to create an environment where students behave well; where students take responsibility for each other's emotional and social well-being; and where they include and support each other.

The behaviour policy is on the Academy's website.

Our School Council offers a forum in which concerns about bullying can be discussed on a regular basis.

We will provide guidance to all our students to explain what they should do if they are being bullied, or if they see another pupil being bullied.

We will ask students where and when bullying occurs in the Academy and we will supervise, and try to eliminate any unsafe areas which they report.

The Academy will use the Safer Schools Police Officer to support with incidents of bullying.

School counsellors will work with victims of bullying and with the bullies themselves.

We will provide regular training for teachers and non-teaching staff (including mid-day supervisors) on spotting the signs of bullying and how to respond to it.

Students who have been bullied should report this to their form tutor.

Students who see others being bullied should report this to their form tutor.

Members of staff who receive reports that a student has been bullied should report this to the Progress Leader or Assistant Progress Leader depending on the circumstances.

Reports of bullying will be logged in the first instance by the member of staff who the incident was reported to and then action recorded as appropriate, in line with policy.

All reports will be taken seriously and will be followed up by the Progress Leader or Assistant Progress Leader depending on the circumstances.

Work with children who have been bullied will involve some or all of the following: -

- We will provide support to students who are bullied.
- They will be reassured that they do not deserve to be bullied and this is not their fault.
- We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will involve their friends/a buddy scheme/mediation.

Depending on the circumstances the following may occur: -

The student (or students) involved in bullying will be interviewed separately.

- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable, and that we expect

- bullying to stop.
- We will affirm that it is right for students to let us know when they are being bullied.

A joint problem solving approach will be adopted where this is appropriate, and we will ask the students involved to help us find solutions to the problem. This will encourage students involved to take responsibility for the emotional and social needs of others.

Sanctions will be used in line with the Academy's behaviour policy. Students responsible for bullying will be advised that we will be checking to ensure that bullying stops.

We will ensure that those involved know that action has been taken.

When bullying occurs, we will contact the parents/carers of the students involved at an early stage.

We will keep records of incidents.

We will follow up after incidents to check that the bullying has not started again.

We will also work with students who have been involved in bullying others to ascertain the sort of support that they need.

## **OUR RESPONSIBILITIES**

Everyone within the Academy is expected to

- Act in a respectful and supportive way towards one another.
- Adhere to and to promote the objectives of this policy.

Students are expected to

- Report all incidents of bullying.
- Report suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

Parents/carers can help by

- Supporting the policy and procedures.
- Encouraging their children to be positive members of the school community.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way.
- Helping to establish an anti-bullying culture outside of the Academy.

## **BULLYING OUTSIDE THE ACADEMY PREMISES**

Academies are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the Academy gates and on journeys to and from the Academy. The bullying may be done by students from our own Academy, by students from other schools or by people who are not at school at all. Where a pupil or parent/carer tells us of bullying off the Academy premises we will:

- Talk to students about how to avoid or handle bullying outside of the Academy.
- Talk to the Headteacher of another school whose students are bullying.
- Talk to the transport company about bullying on buses.
- Talk to the police.

## **CONCERNS, COMPLAINTS AND COMPLIMENTS**

We recognise that there may be times when parents/carers feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Principal's notice. If the Principal cannot resolve these concerns informally, parents/carers can raise their concerns more formally through the Academy's Complaints Procedure.

## **RELATED POLICIES**

This policy links with a number of other Academy policies:

- Behaviour Policy
- Child Protection Policy
- Complaints Policy

## **GUIDELINES**

### **For Teaching Staff**

- Be alert to signs of bullying.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- Deal firmly and sensitively with all incidents of bullying.
- Students are made aware that we are a “telling school” and they should feel comfortable in sharing their knowledge of bullying with staff in confidence.
- The issues of bullying are discussed during form time and year assemblies, where policies and statements are clearly stated.
- Bullying is a complex problem. All staff, the form tutor in particular, have an important role to play in ensuring the school is a caring, friendly and safe environment for all students.

### **For Students**

- Students should feel comfortable in “telling” staff in confidence if they are being bullied or know of someone who is being bullied.
- Write down any incidents of bullying including: Who? What? Why? How? Where? When?
- Participate in developing ways to reduce bullying for example, school council, and buddies.
- Don’t tolerate bullying –Have your say and walk away.
- To receive advice and support through form time, and assemblies on bullying issues.
- Sending abusive or threatening messages is against the law
- Don’t reply to text messaging or video messaging that is abusive or obscene. Be careful who you give phone numbers to don’t leave your mobile lying around when you are not there.
- Do not give out personal information on chat rooms or social media and don’t respond to abusive posting- ignore them and log off.
- Be very careful what you write – it is very easy for people to get the wrong idea about what you write and how you write it.
- If you receive a nasty or abusive email don’t reply. If it’s from someone you think you know, like someone at school, they’ll want some kind of reaction, just like they would if they were standing in front of you and bullying you. Don’t give them the satisfaction of replying and they will probably stop. Save the messages and print them off, you may need them for evidence.

### **For Parents/Carers**

- Talk calmly to your child.
- Make a note of what is said – who involved? where? when? what happened? who else was there and frequency.
- Reassure that telling was the right thing to do.
- Explain any further incidents must be reported to a teacher
- When talking to teachers, keep calm. Remember this may be the first the teacher has heard of the problem.

## **Monitoring and Evaluation**

Monitoring and evaluation of the implementing of the policy is through

- SLT meetings
- Pastoral meetings
- Curriculum meetings
- Tutor team meetings
- Student and Parent/Carer questionnaires and evaluations
- Parents' Evenings – exit questionnaires
- Number of referrals for isolation, seclusion, fixed and permanent exclusions.
- Anecdotal comments from the local community

## **ANTI-RACISM**

Halewood Academy is strongly opposed to racism and condemns all racist attitudes, either through comment or conduct. The staff expect that parents/carers and students think it right to adopt a similar attitude and provide support for the Academy and its anti-racist policies. Racist behaviour may be defined as: "... any hostile or offensive act or incitement by a person of one racial and ethnic origin against a person of another racial group or ethnic origin." (Commission for Racial Equality).