



Anti-Bullying

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Anti-Bullying

1. Policy

1.1 The Academy has a legal duty under the Independent School Standards Regulations 2010 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students and to follow these principles.

2. Scope

2.1 This policy relates to any incident of bullying (defined in 3.2 below) that involves students whilst they are on the Academy roll.

3. Key Principles

3.1 The aim of the anti-bullying policy is to ensure that students 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 students 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 four main types of bullying are:

- Physical (e.g. hitting, kicking, theft);
- Cyber-bullying (e.g. via text-messages or the internet);
- Verbal (e.g. name calling, racist remarks, harassment) and
- Indirect (e.g. spreading rumours, excluding someone from social groups)

3.3 Students 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 Students are expected and encouraged to report bullying.

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.

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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;
- It is incumbent on the staff member to seek the support of the Head of Year or a Senior Member of the Pastoral Team or if ever there is a report of bullying;
- 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 student including the CSD Team are kept fully informed and involved;
- Parents are informed and updated, as necessary;
- Punitive measures are used, as appropriate;
- Mediation can be used to support students being bullied and the bullies and
- Restorative justice may be used if all parties are willing participants.

4.2 Students 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 student became involved;
- Establishing wrong doing and need for change as appropriate;
- Informing parents or guardians to help change the attitude of the student

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

- Official warning to cease offending ;
- Detention;
- Exclusion from certain areas of school premises;
- Fixed period exclusion;
- Permanent exclusion.

4.5 The policy is promoted and implemented throughout the Academy.

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

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