

ANTI-BULLYING POLICY

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Document History

Version	Date	Author	Note of revisions
V1	8.5.15	JP	
V2	April 18	MH	Contact details for helpful organisations updated. Reference to Homophobic, biphobic and transphobic (HBT) added.
V3	October 18	LC	Definition of gender bullying updated. Staff responsibilities to include recording of biphobia/transphobia.
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Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our academies. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly, severely and effectively. We are an anti-bullying Trust. This means that *anyone* who knows that bullying is happening is expected to inform members of staff.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

Bullying can be, but not limited to:

- Emotional: Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- Physical: Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Racist: racial taunts, graffiti, gestures
- Sexual: Unwanted physical contact or sexually abusive comments
- Gender (sexist bullying):
 - Sexual orientation (homophobic or biphobic bullying) is unacceptable
 - Gender identity (transphobic bullying) is unacceptable
- Verbal: name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- Cyber: All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Each academy has a responsibility to respond promptly and effectively to any issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the Trust's policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the Trust's policy is on bullying and what they should do if bullying arises.
- As a trust we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.

- Bullying will not be tolerated in any of our academies.

Staff Responsibilities

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action and to refer to Mentor/Learning Manager/SLT as appropriate
- To record on the events log any incidents of racist/homophobia/biophobia/transphobia bullying if appropriate
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the relevant academy and relevant agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective.

Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from their academy
- doesn't want to go on their academy / public bus
- begs to be driven their academy
- changes their usual routine
- is unwilling to go to their academy (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly on academy work
- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- asks for money or starts stealing money (to pay bully)
- has lunch or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home hungry (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

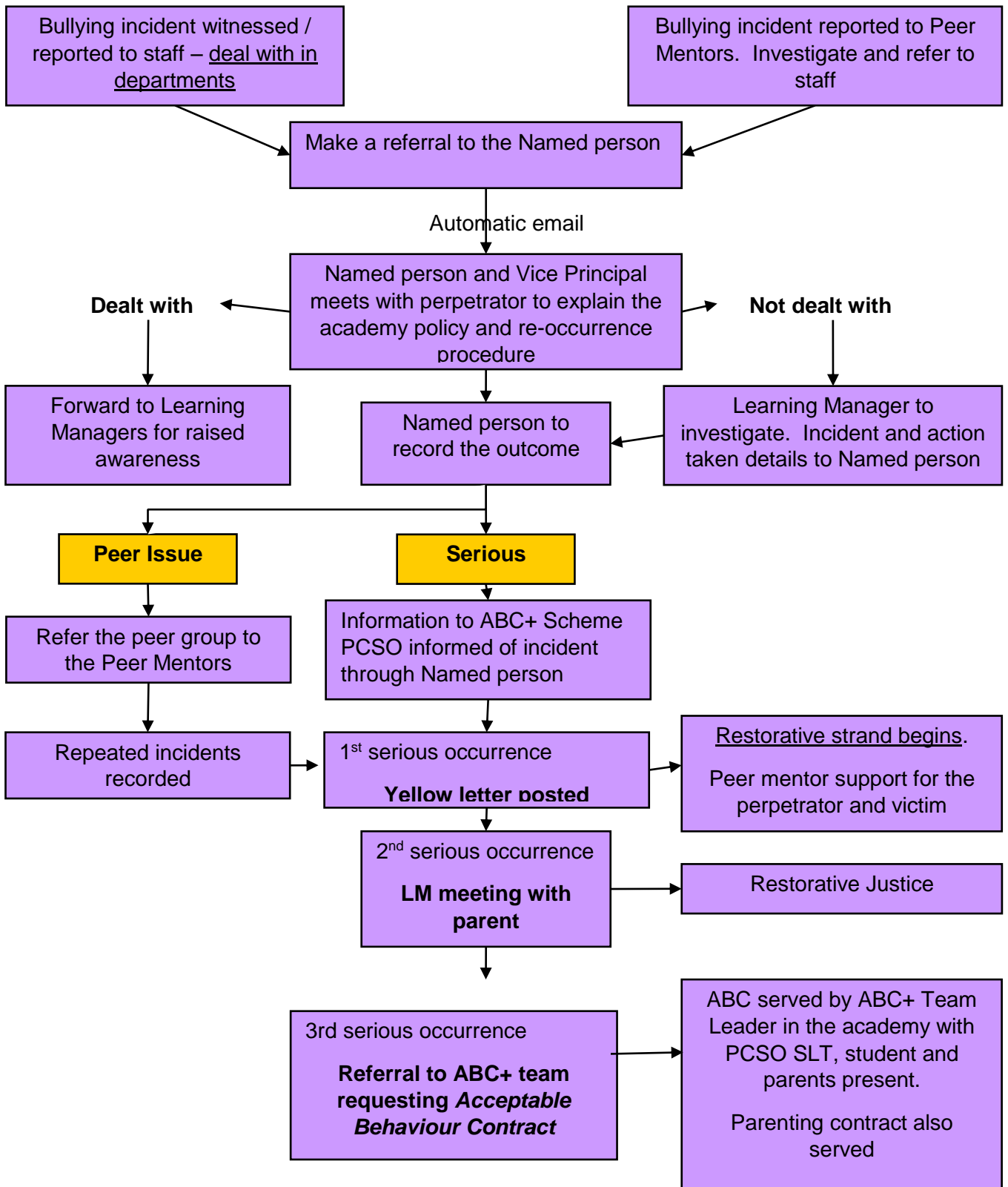
Procedures

1. Report bullying incidents to staff or Learning Manager or SLT
2. In particular cases of bullying, the incidents will be recorded by staff.
3. In particular cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may take place.
- Assertive training
- Counselling (Mentor, Learning Manager, SLT, other)
- Use of report
- Involvement of external agencies
- Monitoring by Mentor/Learning Manager
- Peer support/peer mentoring
- Formal recording (racism/homophobia)
- Use of behaviour contract
- Liaison with parent/carer/social worker
- In serious cases, suspension or even exclusion will be considered
- If possible, the students will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

ANTI-BULLYING PROCEDURE



Prevention

We will use methods for helping children to prevent bullying. As and when appropriate, these may include:

- following the consequences system
- utilising Peer Mentor support
- signing a behaviour contract
- having discussions about bullying and why it matters with a Teacher, Mentor or Learning Manager
- meeting with parents/carers or other outside agencies
- involving social workers or the education psychologist

Helpful Organisations:

Advisory Centre for Education (ACE)

By phone: 0300 0115 142

By Email: enquiries@ace-ed.org.uk - for general enquiries about ACE and its services

Children's Legal Centre

<http://www.childrenslegalcentre.com/>

KIDSCAPE Parents Helpline

By phone: 020 7730 3300

By phone: 020 7823 5430 (Mon-Tues, 10am-5pm)

Parentline Plus

By phone: 0808 800 2222

Youth Access

By phone:: 020 8772 9900

By Email: admin@youthaccess.org.uk

Bullying Online

www.bullying.co.uk