



Policy for

Anti Bullying

Prepared by:	Adopted by Board of Directors	Signed	Renewal Date (Annual)
		----- Chair of Board of Directors	

Anti Bullying

What are the Policy's aims?

- To resist all bullying at the Academy and create a positive atmosphere and environment for all pupils to thrive in.
- To give pupils the confidence to speak out against bullying and make the Academy bully free.
- To raise awareness amongst pupils, parents and staff and give advice on what they should do to help.

What is bullying?

It is where people's feelings are hurt by other people and it makes them feel insecure. It can happen in or out of the academy and be towards an individual or a group. It can happen over a long period of time and it can happen repeatedly.

Types of bullying:

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can include:

- Physical pushing, kicking, hitting, pinching etc.
- Name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals
- Sectarian/racial taunts, graffiti, gestures
- Sexual comments and/or suggestions
- Unwanted physical contact.
- Children from ethnic minorities, disabled children, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted

Everybody has the responsibility to work together to stop bullying

Why is it important to respond to bullying?

It can affect pupils by being physically and emotionally hurtful and if it carries on it will get worse and be harder to deal with. It is important as it can affect a child's life and learning and we want to promote a happy academy for everyone.

What this policy hopes to achieve

- To help stop bullying at the Academy
- To raise awareness about bullying and what can be done
- Let people know what to do if they are being bullied
- Create a safe environment where everyone can feel safe walking around the academy.
- Create a friendly atmosphere between different year groups
- Stop discrimination

- Help pupils to feel more comfortable about admitting to being bullied or admitting bullying others and know they will get help.
- Let people know the ways to tell if it is happening to you or if you see it happening
- Give pupils the self-confidence to stand up and respond to bullying in the appropriate manner.

What signs and symptoms should staff, parents & pupils look for when spotting if someone is being bullied?

- Not putting their hand up in class, keeping their head down, no eye contact
- Lack of confidence . avoiding certain areas of the Academy or certain people.
- Minimising the computer screen . for example when receiving emails or by instant messaging
- Not being themselves . change in eating or sleeping habit, too quiet, too chatty
- Not attending the academy regularly . not wanting to go to the academy, feeling ill in the mornings
- By themselves . appear lonely, not with the same friends anymore
- Self harming
- Pretending to be happy . depressed, negative outlook.
- Doesn't respond to texts or calls when they usually do.
- Is frightened of walking to or from school
- Begins to do poorly in school work
- Regularly has books or clothes destroyed
- Cries easily, has nightmares
- Becomes disruptive or aggressive
- Has possessions go missing and money lost

Key Points of Effective Immediate Action

- Suspected bullying will never be ignored
- Premature assumptions will not be made
- All accounts will be listened to carefully
- A problem solving approach will be adopted
- There will be repeated follow up to check bullying is not resumed

Procedures when seeing or experiencing bullying for pupils, staff and parents

Pupils:

- Tell someone . friend, mentor(s), cyber mentor, teacher or parent
- Pupils should look out for each other and be caring if a child is alone or upset
- Take advice and seek help
- Cyber . save the messages, bloc, block activity, report it.
- Child volunteers to be mentors (anti-bullying) or cyber mentors

Staff:

- Take action, don't ignore it. Be discreet
- Support and respect the victim
- Listen and help the bully to change, staff to be discreet
- Offer the victim a mentor(s) (anti-bullying).

Parents:

- Look out for signs of bullying
- Help and encourage your child to speak to someone at the Academy
- Parents to get help from Academy staff at the earliest opportunity.

What should the policy outcomes be?

- More people are speaking about and are aware of what bullying is, how it feels and can recognise it.
- The Academy is a happier and safer environment.
- Reliable systems are in place for dealing with bullying.
- The bully and the victim get the right help/sanction.
- Reporting bullying is made easier.

Prevention of bullying***Anybody can tell and be heard by:***

- Telling someone: Form Tutor, Teacher, Head of Year, phase leader, parent, mentor(s), or friend.
- Handing in an anonymous note to reception.
- Pupils should look out for one another and react appropriately.
- Bullies should be helped to see bullying is not the answer and they should stop.
- Workshops and assemblies should be held explaining about bullying and why our anti-bullying policy is important.
- Consider an annual anti-bullying event
- Anti-bullying posters and information should be displayed around the academy.
- Mentors should be in place.

Procedures and Consequences (staff guidance)

1. In cases of serious bullying, the incidents will be recorded by staff
2. Parents of all parties should be informed (in serious cases) and will be asked to come to a meeting to discuss the problem
3. Action must be taken and recorded to stop bullying behaviours
4. Actions will be taken to help the bully (bullies) change their behaviour
5. The bully will offer an apology and other appropriate consequences will take place
6. The advice of outside agencies will be sought if necessary.

7. There will be repeated follow up to check bullying is not resumed, this should be recorded

The Principal's responsibilities

- Principal to report bullying incidents to the LGB through.
- Responsible for maintaining, monitoring and reviewing records, reporting incidents particularly if related to protected characteristics