

SANDYE PLACE ACADEMY Anti-Bullying Policy

Statement Document History

Issue	Date	Comment
1.01	07 Jul 2004	Updated & approved by the Governing Body
1.02	05 Dec 2001	Updated & approved by the Governing Body
1.03	29 Jun 2004	Reviewed and presented in a new format but no real change in policy
	19 Jan 2005	Approved by the Governing Body
1.04	08 Mar 2006	Approved by the Governing Body
1.05	11.May 2011	Approved by Governing Body of Academy Trust
1.06	27 June 2012	Approved by Governing Body
1.07	March 2016	Approved by Board of Trustees
1.08	July 2018	Ratified by Board of Trustees

Rationale

Research has shown that bullying takes place in every type of school and occurs in all classes of society and cultures. Whilst we accept that this occurs the Academy is completely opposed to bullying behaviour and will not tolerate it. It is entirely contrary to our values. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute to the protection and maintenance of such an environment. Therefore this policy is established to reduce bullying behaviour where it occurs.

Mission Statement

The Academy mission is 'Achievement through Partnership', between the Academy, its pupils and parents to raise the aspirations of the community. The aim of this policy is to provide a **whole** Academy response to reduce any bullying behaviour.

Principles

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Bullying behaviour is not tolerated.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.
- Create an environment where pupils feel comfortable to talk
- Listening to children and encouraging them to speak out about bullying
- Responding immediately to bullying incidents with consistent, clear procedures.
- Promoting assertive not aggressive behaviour
- Raising children's self-esteem
- Celebrating differences between individuals
- Ensuring that all staff, parents and governors have an understanding of bullying.

Links with other Academy policies

This policy should be read in conjunction with the following policies:
Behaviour, Acceptable use of Internet, Equality & Diversity, Safeguarding

Academy's definition of Bullying

Bullying is when someone or a group of people keep picking on you, and try to hurt you physically or emotionally. This may include sexist, homophobic or racist comments. If this happens online it is known as cyber-bullying.

Forms of Bullying:

- Using offensive names when addressing another person
- Teasing or spreading rumours about another person or his/her family
- Belittling another person's abilities and achievements
- Writing offensive notes or graffiti about another person
- Demands for money or possessions
- Interfering with, damaging, removing/stealing or hiding belongings of others.
- Excluding or isolating someone on purpose from a group or activity
- Physical violence such as hitting, pushing or spitting at another person
- Ridiculing another person's appearance, way of speaking or personal mannerisms.
- Verbal abuse
- Misusing technology to hurt or humiliate another person

Procedures for dealing with incidents of bullying behaviour

- Immediate intervention - set in motion agreed anti-bullying procedures.
- Steps taken to support and respond to the needs of both bullied and bullying pupils.
- Central records kept.
- Contacting parents/carers of all pupils concerned in the bullying incident.
- Investigation.
- Feedback to those concerned.
- Sanctions where appropriate. In serious cases may include exclusion.
- Contacting relevant professionals eg. School counsellor/Police

Participation & Consultation Process

- All pupils will participate in an annual survey to gather their views regarding anti-bullying procedures.
- All anti-bullying data will be evaluated by the anti-bullying coordinator and senior management team.
- The Academy will seek the views of parents and carers
- Obtain the views of elected student representatives.
- The Academy will take part in awareness raising programmes, including national anti-bullying week

- Staff will undertake continuous professional development to help them deal with incidents of bullying
- A continuous anti-bullying programme of education within personal development lessons will take place
- Provide parents with strategies to deal with bullying behaviour
- Outline our anti-bullying procedures to parents and pupils

Intended Outcomes

- Pupils learn that bullying behaviour is wrong
- Parents are made aware of our work in this area of Personal development, including how we deal with situations that may arise.
- Pupils learn to empathise with both the victim and the bully.
- Staff to continue to develop skills which will help them to deal with both the bully and the victim – this will include ways of changing pupil behaviour.
- Promotion of positive feelings amongst pupils through assertiveness training and the development of self-esteem.
- Reduced number of incidents of bullying.

Responsibilities of All stakeholders

Staff

Our staff will:

- Foster our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to designated head of year or anti-bullying coordinator.
- Follow up any complaint by a parent about bullying, and report back promptly on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying using one of methods provided by the Academy
- Explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying where appropriate.
- Informing the Academy of any suspected bullying, even if their children are not involved.
- Co-operating with the Academy, if their children are accused of bullying, and try to ascertain the truth.
- Point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

Monitoring & Review

This policy statement is the responsibility of the Trustee's curriculum sub-committee and is authorised by the Trustees of the Academy Trust. The attaching implementation procedures are the responsibility of the Principal but will be monitored by the curriculum sub-committee.

The committee will inspect anti-bullying records periodically and ask for a report annually from the Principal.

The committee will review the policy statement as appropriate under changing circumstances and at least every three years.

