



Anti Bullying Policy

September 2010 – September 2012





Rationale

We are committed to providing a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Academy, whether it is in the Academy or on off-site activities. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** Academy. This means that **anyone** who knows that bullying is happening is expected to tell the staff.

All members of the Academy, staff, students and parents should have an understanding of what bullying is and what the Academy's procedures are for responding to bullying.

As an Academy we take bullying seriously. Students and parents should be assured that we do not tolerate bullying and that they will be supported when bullying is reported.

1. What Is Bullying?

1.1 Bullying is the use of deliberate aggression with the intention of hurting another person. Bullying is persistent and results in pain and distress to the effected person.

1.2 Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Interference** with possessions
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist** - racial taunts, graffiti, gestures
- **Sexual** - unwanted physical contact or sexually abusive comments
- **Homophobic** - because of, or focusing on the issue of sexuality
- **Special Educational Needs** – because of learning or physical disabilities
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing because of appearance etc.
- **Cyber** - all areas of internet use, such as e-mail and internet chat room misuse
- **Mobile** threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities.

2. Why is it important to respond to bullying?

2.1 Bullying hurts. No one deserves to suffer from bullying. Everybody has the right to be treated with respect. Students and staff who are bullying need to learn different ways of behaving.



2.2 We all have a responsibility to respond promptly and effectively to issues of bullying.

3. Signs and Symptoms

3.1 A Student may indicate by signs, words or behaviour that he or she is being bullied. To those who know the student this may simply be a feeling that 'things aren't quite right'. Adults should be aware of these possible signs and that they should investigate if a student:

- Does not want to walk to and from the Academy
- Does not want to use public transport or the Academy bus.
- Insists that they are driven to and from the Academy.
- Changes their normal routine.
- Begins to truant for no apparent reason.
- Becomes withdrawn or displays a sudden lack of confidence.
- Is reticent to speak to other peers or teachers.
- Attempts or threatens to commit suicide
- Runs away from home.
- Is upset at night and has displayed a disruptive sleep pattern linked with increased nightmares.
- Is continuously complaining of feeling unwell in the morning and at school.
- Displays a downturn in their academic standards.
- Possessions and clothes torn or damaged or go missing.
- Asks for money and steals money (to pay bully).
- Loses dinner money on a regular basis.
- Has a sudden increase in bruises or cuts which the pupil finds difficult or are unwilling to explain.
- Comes home hungry (money or lunch has been stolen).
- Stops eating.
- Suddenly displays unusual aggressive and disruptive behaviour.
- Starts to bully other peers or family siblings.
- Is reticent or unwilling to talk about what is going wrong.
- Shows a sudden drop off in their use of the mobile phone or internet chat rooms.

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

4. Responsibilities

4.1 The Principal



The Principal has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students.

The Principal will:

- ensure that all staff has an opportunity of discussing strategies and reviewing them;
- determine the strategies and procedures;
- discuss development of the strategies with the Academy

Leadership Team:

- ensure appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, parents and students; and report annually to the Academy Council.

4.2 Assistant Principal (Inclusion) will:

- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both those being bullied and the bullies;
- keep the Principal and designated teacher informed of incidents
- arrange relevant staff training;
- determine how best to involve parents in the solution of individual problems; and make a termly report to the Principal.

4.3 House Heads will:

- be responsible for ensuring that the Academy's positive strategies are put into practice;
- know the Principal's procedure and deal with any incidents that are reported.

4.4 Form Tutors will:

- be responsible for liaising with House heads over all incidents involving students in their form;
- be involved in any agreed strategy to achieve a solution

4.5 What the Academy Will Do To Prevent Bullying

We will ensure that everyone understands what bullying is and how to deal with it through:



- Communication of this policy to parents, students, staff and governors
- Lessons and assemblies
- Induction programme for new students
- Regular reminders about courteous and respectful behaviour in normal lessons and everyday activities within the Academy
- Publication of advice in the Student Voice

All incidents of bullying will be seen as important and will be dealt with in a sensitive, consistent and urgent matter. Sanctions and counselling will be adopted. Students will be encouraged to feel able to report ALL incidents of bullying and to support each other when witnessing incidents. Friends of victims will be encouraged to report bullying if they are aware of it, even if the victims ask them not to. In all cases the victims will be given support to reassure them.

Some incidents may be relatively minor e.g. hiding a bag or a coat or using nicknames etc and may be dealt with by reprimand, a warning and a clear statement that such behaviour is unacceptable at Sidney Stringer Academy. However, minor cases will be recorded and passed to the appropriate Tutor or House Head.

Repetition or serious cases of abuse or bullying will result in parents being notified and/or interviewed and in more severe cases sanctions being used with the bully e.g. fixed-term exclusion.

See section 8 for further details of how staff will respond to incidents of bullying.

5. Anti-Bullying Education in the Curriculum

5.1 The Academy will raise the awareness of the anti-social nature of bullying through a PSHE and Citizenship programme, Academy assemblies, the Student Council, use of tutorial time and in the national curriculum programmes of study as appropriate.

5.2 The Assistant Principal (Inclusion) is responsible for initiating and developing with appropriate colleagues an anti-bullying programme as part of the PSHE and Citizenship course; and Directors of teaching and learning are responsible for introducing anti-bullying material in their programmes of study as appropriate.

5.3 Changing the attitude and behaviour of bullies will play a major part in the strategies used by the school.

6. Anti-Bullying Procedures Parents



6.1 If parents suspect their child is being bullied they should contact the Form tutor. Parents should be prepared to talk about the signs and symptoms and any suspicions they have regarding those carrying out the bullying.

6.2 Parents must leave the initial investigation to the school. Any attempt to resolve the issue themselves will inevitably make the matter worse.

6.3 Parents should encourage their child to talk to their Form tutor or another member of staff in the first instance.

7. Students

7.1 If a student thinks they are being bullied they must tell an adult, parent, form tutor or another member of staff and be prepared to explain what form of bullying is taking and how it affects them.

7.2 Students who witness bullying or strongly suspect bullying must tell an adult, parent, any member of staff.

8. Staff

In cases of reported or suspected Bullying staff will:

- Make it clear to students that bullying is unacceptable.
- Teach students how to co-operate in controlling bullying e.g. posters, newsletters etc.
- Respond immediately if a student reports an incident of bullying by either dealing with it or referring it to the student's Tutor or Head of House
- Interview the victim(s) and friends to get a written account.
- Interview the bully and friends to get a written account.
- Complete an incident report form for the Tutor or Head of House
- Discuss the incident with the victim and the bully together to resolve the situation if possible.
- Inform parents of the victim and the bully of the incident and the actions taken.
- Interview the parents of the victim and bully if necessary.
- Exclude the bully if appropriate.
- Refer the bully to the Governors.
- Involve the Police if appropriate.
- Try to make sure that the bullying is prevented by being vigilant on duty before and after school, at break and lunch time and during lesson changeovers.



- Deploy strategies for improving the self-esteem of and offering care for the victim e.g. inter-agency work (Education Welfare Service), resolution meetings, rewards, listen and value what the victim says, give direct access to Tutors, House heads and the Academy Leadership Team, opportunities for confidential conversations with learning mentors etc.
- Deploy strategies for changing the behaviour of the bully e.g. inter-agency work, resolution meetings, behaviour support plans etc.
- Follow the normal procedures of the behaviour referral system unless there is a need for 'fast-track' action to help the victim or the bully.

9. Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with form tutor /House Head or member of staff of their choice
- Reassuring the student
- Offering continuous support with a designated member of staff
- Restoring self-esteem and self-confidence
- Referral to a Peer Mentor if appropriate
- Referral to a counsellor
- Offering continuous support and advice to parents
- Being informed about the outcome of the investigation in to their concerns.

10. Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong-doing and the need for change
- Informing parents to help change the attitude of the student
- Referral to a counsellor.

Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the school. However, the school recognises that sanctions will also have to be used against bullies.

11. Sanctions

Students who have bullied will be punished appropriately according to their behaviour, in accordance with the Academy's 'Behaviour for Learning' policy. For persistent offenders or incidents considered as gross acts of aggression, a student may be permanently excluded and or reported to the police

12. Complaints



If a parent or guardian is dissatisfied with the nature or swiftness of a response made by the Academy following a reported incident of bullying, he/she may wish to make a complaint. The complaints procedure for a case of bullying follows the guidance of the Academy's Complaints Policy. The underlying principle of the policy is that any concerns raised should be handled, if at all possible, without the need for formal procedures. If however the informal procedures are unsuccessful and the complainant wishes to take the matter further, formal measures will have to be taken.

13. Equal Opportunities

In implementing this policy all members of staff must take into account the Academy's Equal Opportunities policy. Staff must ensure that no student involved in any incident of bullying, is disadvantaged on the grounds of gender, race, disability, sexual orientation, age, religion or belief.

14. Monitoring, Evaluation and Review

The Sidney Stringer Academy will review this policy at least every two years and assess its implementation and effectiveness.

Date for review

September 2012