

# Anti-Bullying Policy

# Q3 Academies Trust

## Anti-Bullying Policy

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## Affirmation

This is a Governor's policy.

The Academy recognises that bullying is a serious issue and will work to positively improve and monitor anti bullying initiatives. We recognise the damage bullying can cause. It can destroy self-confidence and creates tension and harmful stress for all the individuals involved and can affect the education of the victim, the perpetrator and the student body as a whole. We are committed to challenging the assumption that bullying is inevitable and are working towards its complete eradication.

## Aims

The aim of this policy is to provide a definition of bullying and to establish some basic guidelines for:

- The prevention of bullying
- The reporting of bullying
- The recording of incidents of bullying
- Supporting the victim
- Supporting the bully
- Sanctions
- Communication

## Definition

### Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

### Definition of Cyber bullying

Cyber bullying is the misuse of digital technologies or communications to bully a person or a group, typically through message or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

Behaviour that is classed as bullying includes:

**Verbal:** name calling, persistent teasing, mocking, taunting and threats

**Physical:** any degree of physical violence, intimidating behaviour, theft or the intentional damage of possessions

**Emotional:** excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours

Behaviour that is classed as cyber bullying includes:

- Abusive comments rumours, gossip and threats made over the internet or using other digital communications – this includes internet trolling.
- Sharing Pictures, videos or personal information without the consent of the owner and with the intent to cause harm and/ or humiliation.
- Hacking into someone's email, phone or online profiles to extract and share personal information, or to send abusive or inappropriate content while posing as that person.
- Creating specific websites that negatively target an individual or group, typically by posting content that intends to humiliate, ostracise and/or threaten.
- Blackmail, or pressurising someone to do something online they do not want as such as sending a sexually explicit image.

- Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation or because a child is adopted or has caring responsibilities.

The Anti-bullying policy is written in line with current legislation; The Education and Inspections Act 2006, Independent School Standard Regulations 2010 and The Equality Act 2010.

## **Prevention**

The Academy is committed to the complete eradication of bullying. In order to do this it will,

- Deliver anti-bullying lessons in the Aspire Holistic Programme.
- Deliver training to staff on the anti-bullying policy.
- Ensure all parents have access to the anti-bullying policy via the Academy's website.
- Establish a peer mentoring programme.
- Use assemblies to tackle the threat of bullying online.
- Engage an anti-bullying theatre group to perform to students highlighting the issues behind bullying behaviour.
- Ask questions on how bullying is recognised and dealt with during the Head of School's forums with students.
- Ensure staff training and the sharing of good practice to tackle homophobic bullying
- Ensure that a member of the PLD team is trained in suicide intervention
- Ensure that any incident of bullying reported out of Academy hours that impacts on the community is dealt with appropriately. It may be deemed appropriate to notify the Police or LA anti-social behaviour co-ordinator. If the misbehaviour could be criminal or poses a serious threat to a member of the public the Police will be informed.

## **Reporting**

The Academy is committed to removing the culture of secrecy from bullying. We recognise that many young people will be put off reporting bullying because they fear that it will make matters worse.

In order to promote the reporting of bullying the Academy will:

- Provide training to staff in how to deal with a disclosure about bullying.
- Deal with each disclosure about bullying sensitively and with a guarantee about anonymity if this is requested.
- Have an open and transparent company system, encouraging students to report all incidents of bullying including online and off site bullying issues.

In order to ensure the accuracy of reporting a written statement will be taken from the victim, the perpetrator and witnesses. These will be treated sensitively and kept confidential.

## **Recording**

In order to monitor the frequency with which incidents of bullying take place the Academy will record each incident of bullying centrally on the Academy system. The following information will be recorded:

- The student's name.
- Their learning family/class.

- If the student is a Looked after Child (LAC).
- Whether or not they wish to remain anonymous.
- Brief details about the alleged incident.
- Who dealt with it.
- The location of the incident (this includes incidents of online abuse)
- What action was taken.
- Whether the victim was satisfied with the Academy's response to the incident.

The Academy recognises how traumatic being the victim of bullying can be. We are committed to providing each victim with the support they need to continue with their education in an environment free from the fear of bullying. In order to do this the Academy will offer support in the following way.

## **Support**

Inclusion provides support for both victims and bullies.

### Victim Support – Inclusion will:

- Assign a mentor or provide respite support.
- Discuss the issue with parents.
- Provide mediation if appropriate.
- Refer to Child Psychology if appropriate.
- Provide appropriate group sessions – confidence, assertiveness.

### Bully Support

The Academy recognises that bullying can damage the education of the perpetrator as well as the victim. Inclusion will:

- Provide respite support if needed.
- Produce a Pastoral Support plan.
- Put the student on report – Personalising Learning Director.
- Refer to an outside agency if appropriate.
- Discuss the issue with parents/carers.
- Arrange for a letter of apology to be written.
- Provide appropriate sessions – anger management/conflict resolution.

## **Sanctions**

It is important for the victim of bullying, the perpetrator, and the Academy community as a whole to know that there are clearly defined consequences for any act of bullying. Each case will be dealt with individually, but the types of sanctions available to the Academy are:

- A period of reflection in Inclusion.
- A period of 10.00 – 5.00 provision in Inclusion ensuring the Academy day does not clash with the other student's day (lunchtimes and arrival/departures).
- Withdrawal of break times and lunchtimes.
- Fixed term exclusion (or in some cases permanent exclusion).

## **Bullying outside Academy premises**

- Staff have the power to discipline students for misbehaving outside the Academy premises 'to such an extent as is reasonable'. This can relate to any bullying

incidents occurring anywhere off the Academy premises, such as on public transport, outside the local shops or in a town centre.

- Where bullying outside of the Academy is reported to staff, it should be investigated and acted on. The Head of School should also consider whether it is appropriate to notify the police. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.
- In all cases of misbehaviour or bullying the teacher can only discipline the student on Academy premises or elsewhere when the student is under lawful control of the staff member.

## **Appendix One - Information for staff, students, parents.**

### **STAFF**

Clearly we have a responsibility to both the bullied and the bullies.

#### *The Bullied*

It is clear that many students never tell anyone they are being bullied. One of our responsibilities is to recognise students who are being bullied. Students who are being bullied may show one or more of the following:-

- a. truant or regularly miss certain lessons;
- b. arrive late;
- c. show a steady deterioration in work;
- d. change of personality;
- e. often appear distressed;
- f. become isolated – a loner;
- g. have bruises, cuts, etc.
- h. become uncommunicative;
- i. miss Academy meals;
- j. have no money;
- k. have property or clothes damaged;
- l. remain close to adults in Academy.

#### *If you suspect a student is being bullied, the following may help:-*

- a. talk to the student and ask if there is anything wrong;
- b. contact the student's Personalising Learning Director and let them know of your concerns;
- c. the Personalising Learning Director may decide to contact the student's parents or contact Inclusion.

Once the bullying problem has been identified, the Academy needs to deal with the situation promptly and effectively. Students who are being bullied, or the friends of such students, will only come forward if they believe the Academy is taking bullying seriously. The bullied student and any witnesses need to complete an incident form. These forms should be discussed with the students. The students should be reassured that the problem will be dealt with. If necessary, the student's safety and confidentiality must be a prime concern.

## STUDENTS

### I Am Being Bullied

If you are being bullied, do not expect it to “just go away”. Bullies may take a long time to get bored. You **must** tell an adult what is happening. You may decide to tell your parents, tell someone in Academy. It doesn't matter who it is. Choose someone you feel comfortable talking to. It may be your Form Tutor, Personalising Learning Director or a liked and trusted member of staff.

#### **When you tell someone in the Academy they will:**

- a Believe you;
- b Take you seriously.
- c Help and support you;
- d Obtain your agreement before taking the matter further.

#### **They will also endeavour to:**

- a Ensure your confidentiality;
- b Appropriately punish the bully.

Don't be frightened of the **consequences of telling us what is happening**. The bullies will be punished and we will do our best to ensure it doesn't happen again.

### My Friend is Being Bullied

If a friend or someone you know is being bullied, be assured something can be done. You must be brave; to do nothing is to support the bullying. Don't tackle the bully yourself but seek the help of someone, this may be Form Tutor, Personalising Learning Director or a liked and trusted member of staff. All students must work together to ensure the safety of everyone.

#### **It is hoped that students:**

- a Do not tolerate a bully in their friendship group;
- b Use their influence on bullies in order to change their attitude.

### I Am a Bully

- a Think about how you would feel if you were bullied;
- b Consider the consequences if you were to continue both in terms of the effect on the student you are bullying and the punishment you will bring on yourself;
- c Consider whether you need to talk to someone – your Form Tutor, Personalising Learning Director, a liked and trusted member of staff, your parents or a relative;
- d Be warned that bullies lose friends.



## **PARENTS**

As a parent, you play an essential part in the fight against bullies, because you know your child better than anyone. If they are going to tell anyone that they are being bullied, it may well be you.

In the past, we have found that bullying can change children's behaviour, both at the Academy and at home. You are likely to notice these changes first. There are patterns of behaviour which may indicate that your child is being bullied:-

- a. there may be an increased unwillingness to go to the Academy, perhaps linked with frequent headaches;
- b. travelling alone to the Academy could be a cause of distress;
- c. patterns of eating and sleeping may be disturbed;
- d. requests for extra pocket money may be made or you could find that money is going missing;
- e. there may be a deterioration in the standard of Academy work;
- f. clothes or equipment taken to the Academy may be damaged or go missing without a reasonable explanation;
- g. bruises or cuts may appear regularly.
- h. isolated in bedrooms and very quiet after spending prolonged periods on internet chat rooms.

Taken in isolation, none of these signs will prove anything, but they may signal that your child is being bullied.

If your child tells you that they are being bullied, or you think that there may be a problem, please contact the Academy and tell us about it. If you would prefer to have an interview with your child's Form Tutor, we would be pleased to arrange this.

If the problem of bullying is to be overcome, it must be as a partnership between the Academy and parents.

The Governing Body will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.