

Anti-Bullying Policy

Policy Version Control

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1.0 INTRODUCTION

Ormiston Endeavour Academy is committed to providing a caring, friendly and safe environment for all of our students, so that they can learn in a secure atmosphere.

Bullying of any kind is morally wrong and unacceptable in the academy. If bullying does occur, all students should feel able to tell staff and should be confident that an incident will be dealt with promptly and effectively. All staff have a responsibility to take any suspicion or disclosure of bullying seriously, no matter what the details or provenance, and should respond immediately. Everyone has the right to be treated with respect and people who bully need to learn different ways of behaving.

1.1 Policy Objectives

- All governors and members of staff should have an understanding of what bullying is;
- All governors and members of staff should know what the academy policy on bullying is and should follow it when bullying is reported;
- All students and their parents/carers should know what the academy policy is on bullying and what they should do if bullying arises;
- All students and their parents/carers should be assured that the academy takes bullying seriously and that they will be supported when bullying is reported;
- All students in the academy feel able to tell a member of staff when they have experienced or seen bullying, knowing that the actions taken will not only be prompt but sensitive to their concerns;
- All outside agencies, such as the police, social services and health professionals are consulted and their help enlisted where and when appropriate.

2.0 WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying is usually persistent and can take many forms:

- **Emotional:** Being unfriendly, excluding from peer groups, and tormenting e.g. hiding possessions;
- **Physical:** Pushing, kicking, hitting, other kinds of violence;
- **Racist:** Racial taunts, graffiti, gestures, name calling;
- **Sexual:** Sexual harassment (unwanted physical contact), sexual abuse, demeaning comments;
- **Homophobic:** Because of or focussing on the issue of sexuality;
- **Verbal:** Name calling, sarcasm, spreading rumours, teasing, threatening, intimidating;
- **Non-Verbal:** Staring someone out, laughing at someone as a group;
- **Cyber:** All inappropriate use of the internet or other forms of communication technology e.g. using mobile phones to send threatening messages, name call, spread rumours, spread images of the person.

3.0 WHAT ARE THE SYMPTOMS OF BULLYING?

Staff and parents should be aware of when a child is possibly the victim of a bully. Symptoms maybe:

- Frightened to walk to and from the academy;

- Doesn't want to use academy transport;
- Begs to be driven to the academy;
- Changes the usual route to the academy;
- Is unwilling to go to school (academy phobic);
- Begins to truant;
- Frequently complaining of being unwell both at home and at the academy;
- Becomes tearful and appears fearful;
- Becomes isolated and withdrawn;
- Begins to do poorly in academy work;
- Has clothing and belongings that get damaged or go missing;
- Has physical bruising or other evidence of assault;
- Have dinner and other monies that are frequently 'lost';
- Refuses to attend particular lessons;
- Hanging round a particular teacher or stays in the classroom at breaks and after school;
- Becomes aggressive or unreasonable;
- Stops eating;
- Runs away or threatens self-harm;
- Gives improbable excuses for any of the above.

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

4.0 DEALING WITH BULLYING

4.1 Prevention and education

Bullying happens in all walks of life however it is the academy's responsibility to ensure that it is as safe as it can be for all of the community. The following strategies are in place to ensure that the correct ethos towards bullying is established and that students are prepared and can act confidently should bullying occur:

- The academy's policy on bullying is known to governors, parents, staff and students. This should be reviewed and re-issued annually;
- All staff, students and parents know what to do if bullying occurs;
- All students know that bullying is totally unacceptable in the academy. They should also know that if they are bullied it is not their fault. Students are to be encouraged to inform staff of bullying incidents even if they are not personally involved. These messages are included within the academy's PSHE programme, Endeavour Learner programme and are reinforced in assemblies and on other appropriate occasions;
- All staff are trained on how to deal with bullying or suspicions of bullying. The training forms part of new staff induction;
- The PSHE programme and Endeavour Learner programme includes opportunities for students to discuss bullying and to explore feelings and attitudes;
- Teachers are informed of potential difficulties between students and take this into consideration in seating plans and general classroom management;
- Staff on duty and lunchtime supervisors; ensure that all student areas of the academy site remain supervised at break and lunch;
- The academy provides 'quiet' areas which are supervised at breaks and lunchtimes for nervous or vulnerable students;
- The academy's induction programme for students is used to support vulnerable students and help them to settle in;
- Transition KS2-3 includes, where appropriate, the communication of parental

- concerns regarding the vulnerability of individual students;
- Student Leadership groups will regularly review the academy's work on bullying.

4.2 Staff

- If a student discloses bullying to a member of staff they should deal with the matter immediately. The child may have worried over their problem for some time and will want it to be dealt with quickly.
- Staff should take all disclosures seriously. Staff should remember that children have a very different perception of what may or may not be serious.
- Staff should be aware that insensitive handling of a bullying incident might result in more not less difficulty for the victim. If a member of staff is unsure how to proceed they should always seek advice.

Different circumstances may require different approaches but usually will include the following:

- Both the victim and the bully/bullies will be interviewed and counselled by an appropriate member of staff. Letters will be sent to the parents of both parties;
- Where necessary, students may be removed from lessons pending investigation and parents would be invited into the academy to discuss what has taken place;
- The victim should ensure they go to a supervised area if required for break times until the matter is resolved;
- The consequences of further aggression by the bully, if substantiated, should be made clear and the sanctions that the academy will enforce should be outlined; The 'bully' should give some undertaking of how he/she can improve the situation;
- Where appropriate the two parties should meet face to face to discuss the situation and how it may be resolved. The academy will consider the use of Restorative Justice approaches;
- Both 'victim' and 'bully' should record in writing their views of events;
- The member of staff should make a record of the details or complete the appropriate form and give to the relevant member of the Behaviour support team.

If the problem persists:

- Both sets of parents should be seen in the academy. A strategy to move forward will be discussed separately. At this point external support or advice may be considered;
- Contracts should be drawn up with the students and parents agreeing to the course of action.

If the situation is not resolved:

The matter would then become subject to more serious sanctions and if the problem persisted could lead to exclusion. At all times, staff dealing with bullying incidents should ensure that:

- Parents are fully involved and informed of the actions the academy has taken;
- Written records are kept of meetings, decisions and actions;
- Students are monitored i.e. by daily report during the reconciliation period;
- The 'victim' is never isolated from lessons because of the potential action of others. If any child needs to be withdrawn because of a potentially threatening situation it should be the aggressor.

If there is any real immediate threat to a child's safety, senior staff are informed so that more radical, preventative action can be taken.

4.3 Parents

All parents are informed of the academy's policy when their child joins the academy and reminded at appropriate times. In addition, parents are reminded through academy communications that if they think their child is being bullied they should:

- Reassure the child. It is not their fault and the matter will be dealt with sensitively. The child has done the correct thing in 'telling';
- Contact the child's Form Tutor or a member of the Behaviour support team.

4.4 Students

Students should be regularly reminded that the academy will not tolerate bullying and that if it occurs they should:

- Tell someone immediately, even if they are not personally being bullied. There are many ways students can do this: at home or at school, in person, via the Big Red button on the "Endenet" or in writing.

5.0 ANTI-BULLYING COMMITMENT

We feel very strongly that all students have the right to feel happy and secure when they are at the academy and that they should not be bullied or feel intimidated by others. We aim to provide a caring environment in which we treat each other with mutual respect and consideration. **Bullying cannot, and will not, be tolerated and we have very low levels of bullying.** We regard bullying as any verbal, physical or psychological intimidation which results in hurting or causing distress to another pupil. Examples are: verbal abuse; physical violence; intimidation; sexual harassment.

Sometimes problems arise because of misunderstandings between friends or false messages being passed on by a third party but even this needs sorting out and we always do this.

We will always treat any reported instances of bullying very seriously and can usually resolve the problem, immediately, when it is brought to our attention. Pupils who feel they are being bullied or witness others being bullied should never accept this situation.

The consequences of bullying can be very serious. Possible indications of bullying which staff and parents can watch for include a reluctance to attend academy, headaches, stomach aches, loss of interest in school work, sleeplessness, fear of walking to academy or travelling on the bus, bruises, scrapes, a change of personality, loss of books or belongings, not wanting to about academy.

We would ask parents to help in the following ways:

- talk to your child sensitively and calmly about bullying and emphasise that it does not have to happen and that the problem can be solved if the students, parents and academy work together. *Bullies depend on students being too frightened to talk or feeling they are inadequate;*
- give them confidence to bring any concerns about bullying to our attention. Do not make them feel guilty if they say they are being bullied. Believe what they are saying and carefully determine the facts. Assure them of your support and that of the academy;
- contact the academy or make sure that your child contacts the form tutor or any other member of staff. We need accurate details of who is involved and what has happened. We accept such information in confidence and will deal with the matter in a way which will protect the students being bullied and prevent any repercussions.

Do remember that your child's account is only one side of the story and that we will need to investigate fully before we decide on the best course of action. Human situations can be quite complex. Sometimes the bully needs help, too, as well as correction.

Above all please get in touch with us if you are at all concerned your child may be being bullied.

Annex A

CHECKLIST OF ACADEMY PROCEDURES

- Take all complaints, observations about bullying seriously.
- All parties should be interviewed – notes taken and retained for records. Full details with witnesses should be obtained.
- Appropriate action should be taken against bully / bullies:
 - They should always be spoken to and the academy's attitude to bullying made clear;
 - Detention should be given if appropriate;
 - Parents should in general be informed, particularly, but not exclusively, where physical bullying is involved. It is important to have full details of incidents;
 - Cases of repeated bullying should be treated with the utmost seriousness.
- Speak with the bullied student. Tell him / her:
 - What you have done;
 - To keep you informed if the bullying recurs (bullies hide behind silence);
 - What they can do to avoid further incidents – some common sense hints.
- As a general rule, contact the parents of bullied students to let them know:
 - What has happened;
 - that bullying is taken seriously and that you are dealing with it;
 - That you would like them to contact you if they have any concerns now or in the future.
- Involve the Form Tutor at all times. In particular, they have a key role in checking periodically with the bullied student that everything is alright.

Annex B

PROCEDURES TO BE FOLLOWED AT THE ACADEMY IF BULLYING OCCURS

