

Anti-bullying Strategy

DRAFT ANTI- BULLYING POLICY

Draft revision date: July 2017

Contents:

1. Introduction
2. Rationale
3. Definition of Bullying
4. Roles and responsibilities
5. Preventative measures
6. Dealing with bullying
7. Review of this policy

1. Introduction

The responsibility for consistent and effective application of this policy and annual evaluation is that of the Vice Principal. This policy will provide clear guidance for staff, students and parents on reporting and dealing with bullying incidents and the processes by which the Academy will seek to eradicate this issue.

2. Rationale

De Warenne Academy is completely opposed to bullying and will not tolerate it. All members of our 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.

3. Definition of Bullying

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- Physical e.g. Assaulting a person or damaging their property
- Verbal e.g. name calling or teasing
- Making threats
- Name calling
- Indirect – damaging the reputation or character of the victim, or socially excluded them from games or conversation.
- Cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

4. Roles and responsibilities

Every person has a duty of care to observe, monitor and report any behaviour, conversation or action which they suspect is linked to bullying. Staff have a professional obligation to ensure that every action, however apparently small or insignificant is dealt with and reported.

The Responsibilities of Staff

- Foster in our students' self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students.

- Discuss bullying with all classes, so that every student 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 the relevant learning manager or a member of the safeguarding team.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures, making referrals to external agencies if required.
- Record all incidents of bullying, including details of the type of bullying eg. Homophobic.

The Responsibilities of Students

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the student 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.

The Responsibilities of Parents

- Watch for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advise children to report any bullying to (name of a member of staff/specific post in academy/their class teacher) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other students.
- Advise children not to retaliate violently to any forms of bullying.
- Be sympathetic and supportive towards children, and reassure them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Inform the academy of any suspected bullying, even if their children are not involved;
- Co-operate with the academy, if children are accused of bullying, to try and ascertain the truth.

5. Preventative Measures

This policy will be reinforced effectively across the academy in the following ways:

- LIFE lessons will cover bullying in Year 7 and in response to incidents where appropriate.
- Assemblies will focus on issues associated with bullying and in response to incidents where appropriate.
- Self-esteem and assertiveness training will be carried out in LIFE.
- Anti-bullying ambassadors will help promote messages of zero tolerance.
- Display will promote anti-bullying messages.
- E-safety lessons will educate on the dangers of cyber bullying.

6. Dealing with Bullying

If you suspect a student is being bullied share your concerns with the student's Learning Manager or a member of the Safeguarding team.

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- hate crimes

Academy staff will deal with bullying in different ways, depending on how serious the bullying is. They might deal with it in academy, for example by disciplining bullies, or they might report it to the police or social services. Any discipline must take account of special educational needs or disabilities that the students involved may have.

If counselling and other preventative measures do not succeed bullying will be dealt with in accordance with the academy's discipline policy. The bully may for example:

- Be removed from a tutor group or class.
- Be put in detention.
- Be banned from an academy trip or other events where these are not an essential part of the curriculum.
- Be removed from circulation at breaks, lunches, during lessons
- Be placed in another academy for a fixed period.
- Be excluded for a fixed term.
- Be permanently excluded.

7. Review of this policy

This policy and procedure will be reviewed annually or when there are changes in the law.

8. Other associated policies
- Student Safeguarding Policy
 - Safeguarding Children Policy
 - E-Safety Policy
 - Behaviour Policy