

Anti Bullying Policy

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Bullying

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

- Bullying typically demonstrates the following characteristics:
- Repetition – Not one off incidents, frequent over a prolonged period of time
- Intent – Behaviour deemed purposeful not accidental
- Clear victim – behaviour targeted at specific individual or group
- Power imbalance – Unequal power causing stress to one party

Categories of bullying

Verbal: Name-calling, joking going too far, embarrassing someone, intimidating someone verbally, teasing, insulting, spreading rumours, swearing, verbal abuse, victimisation following reports of bullying by victim or bystanders, threatening or inciting others.

Physical: Hitting, pushing or shoving someone or a group deliberately, kicking, taking someone else's belongings, throwing items at someone or a group, any unwanted or inappropriate touching, physical intimidation,

Cyber: Using any form of social media/networking sites e.g Facebook, twitter, Instagram, snapchat, Whatsapp etc, web based games, mobile phones to verbally or emotionally hurt another person. Emotionally would include rumour spreading, telling other people information about a student, mimicking/tormenting, deliberately excluding from groups, refusing to work with others, intimidation.

Types of bullying are not exclusive and professional judgement should always be applied, and each case dealt with individually:

This list is not exclusive: - Homophobic - Racist - Related to disability, SEN or Health - Related to home circumstances - Sexist - Sexual - Transphobic - Related to appearance or culture

Policy Aims:

- To ensure all members of Buile Hill Academy, both staff and students understand that any form of bullying is not acceptable.
- To ensure all students and staff feel safe and secure in all areas of school at all times.
- To create an ethos of positive support where pupils treat one another and staff with respect.
- To ensure that students and parents are aware of the 'Rude, Mean, Bullying' initiative and report incidents which happen using these terms
- To maintain our 'inclusive' vision of school, which encompasses all students regardless of ability, gender, SEN, Race, Sexuality, home circumstance, through assemblies, house competition, PSHE and form period activities.
- To educate students to understand that bullying will not be tolerated and that they have a responsibility to themselves and others as part of the school community to expose any cases of bullying.
- To ensure that any form of homophobic behaviour including bullying or use of homophobic language is challenged and reprimanded appropriately, following the school rules
- To ensure all students are assured they will be listened to, believed and that incidents will be acted on promptly and appropriately. Anti Bullying Policy
- To ensure parents/guardians are involved and have confidence in the schools ability to resolve any bullying issues in a way that best protects their children.
- To inform parents regularly through letters, newsletters and parent handbooks of how they can report bullying or suspected bullying behaviour to school. Including sharing email details and text service number.
- To ensure parents are informed about how bullying issues have been resolved and sanctioned where applicable and that ongoing monitoring is in place for their children.

Strategies:

- Staff will understand the purpose and principles of the school's policy and its legal responsibilities regarding bullying.
- Staff will demonstrate a firm and united stance towards the emphasis that bullying of any kind is unacceptable.
- Staff will always listen to accounts of all parties involved and will escalate and report to the relevant staff.
- Staff will ensure pupils understand the school's approach to bullying and that all students are clear in the part they can play in preventing it.
- Staff will do their best to ensure that the immediate physical safety of students and stopping of violent behaviour comes first.
- Staff will ensure appropriate disciplinary sanctions reflected by the seriousness of the incident are implemented consistently.
- Staff will never promise to keep information confidential and will escalate to the relevant people where appropriate.

- Staff will ensure all relevant parties are fully aware of the action which has been taken and the outcomes that have been reached when the conduct of the bully or bullies has been substantiated.
- Policy will be subject to regular (annual: pastoral residential) evaluation for impact and success of strategies and intervention used within school in order to refine and improve on current practices to best suit the needs of the school.
- Regular student voice will take place to ensure that all students views are heard and that the policy is effective and adjusted in line with these.
- Staff will complete action plans following each referral, these will then be reviewed by the safeguarding officer and followed up to ensure there is no continuation

Whole School Actions

- Regular evaluations of approach to bullying to ensure advances in technology are included.
- Staff will educate students on how to stay safe online.
- Regular student voice to ensure all students are aware of policies and rules and understand their role within ensuring bullying is combated effectively. (Student surveys, class discussion, school council meetings).
- Consistent implementation of PSHE programmes addressing issues relating to bullying and non-bullying in all its forms, to include education on prevention of discrimination.
- Year assemblies aimed at educating students about bullying issues, school's anti-bullying policy and non bullying behaviour.
- Recruitment of Anti-bullying Ambassadors from all year groups to raise awareness of bullying, leading on campaigns, promoting kindness and ensuring their peers stay safe both online and offline.
- Students have clear and simple yet discreet methods to report incidents of bullying within a safe environment, and are encouraged to talk to members of staff and independent listeners such as anti-bullying ambassadors, learning mentors, peer mentors and prefects.
- Students have access to adult supervised areas before; during and after school should any students feel insecure or anxious.
- All reported incidents are promptly and thoroughly investigated, documented on the relevant forms including outcomes and escalated appropriately to the dedicated member of staff.
- Staff inset to inform of new procedures and responsibilities in line with OFSTED focus January 2012 – pupils behaviour and safety.
- Maintain links with voluntary organisations, youth workers, PCSO and other groups involved with young people to provide support and education for both victim and bully. Including use of restorative justice where appropriate.

This policy should be employed with a close consideration of the policies for behaviour, Equal opportunities, Inclusion, Racial Equality and confidentiality.

Protocols / Guidelines for Bullying

<u>Incident</u>	<u>Sanction to be applied</u>
1	Verbal warning Phone call home
2	Anti-Bullying Action Plan completed Phone call home
3	Review of Anti-Bullying Action Plan 1 day in Seclusion Parental meeting
4	2 days outside heads office Parental meeting
5	2 days off site Parental meeting
6	Behaviour Panel Parental Meeting
7	Governors Panel

If a pupil refuses to comply with a sanction at any level, a 5 day off site provision will be applied, followed by Internal Seclusion if necessary (until the sanction has been followed).

Useful Websites:

www.stopbullying.gov

www.education.gov.uk

www.antibullying.net

www.bullying.co.uk

<http://www.ncb.org.uk>

<https://www.kidscape.org.uk>

<http://www.anti-bullyingalliance.org.uk>

<http://www.bbc.co.uk/cbbc/curations/anti-bullying-week>