



Hope Academy

A joint Catholic & Church of England Academy

ANTI-BULLYING POLICY

Mission Statement:

“A community of learners of all ages from the local area committed to mutual service where all can flourish, be their best and work for the common good to the glory of God and his creation.”

APPROVED			
REVIEW DATE			
SIGNED PRINCIPAL		PRINT NAME	
SIGNED CHAIR OF GOVERNORS		PRINT NAME	

Statement of Intent

Hope Academy is committed to providing a caring and safe environment for all students so that they can learn in a secure atmosphere. Bullying of any kind is unacceptable in our Academy. If bullying does occur, all students should feel able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff.

What is bullying?

Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Examples of bullying: (Below will you list the examples of bullying)

Name-calling, taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; and spreading rumours.

Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others.

Bullying can seriously damage a young person's confidence and sense of self worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness the bullying can cause emotional harm, and the impact on parents and the Academy staff can be significant.

Specific types of bullying include:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs (SEN) or disabilities.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.

Procedures

Hope Academy is working with staff, pupils and parents to create an Academy community where bullying is not tolerated.

Our Academy Community:

- Discusses monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively.
- Reports back quickly to parents/carers regarding their concerns on bullying.
- Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant statutory voluntary organisations when appropriate.

Forms of bullying covered by this Policy:

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to Special Educational Needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying related to Young Carers or Looked after Children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying

Preventing, identifying and responding to bullying:

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively promote systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum (PSHE), through display, through peer support and through the School Council.
- Train all staff including lunchtime staff, learning mentors, teaching assistants and Learning Hub staff to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people.

Involving parents/students:

We will:

- Regularly canvass children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaged in bullying.
- Involve students in anti-bullying campaigns in school.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

Liaison with parents/carers:

We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying.
- Ensure parents/carers know about our complaints procedure and how to use it effectively.
- Ensure our parents/carers know where to access independent advice about bullying.
- Work with parents/carers and the local authority to address issues beyond the school gates that give rise to bullying.

What to do if you think a student is being bullied:

Encourage the student to talk about his/her experiences. It may help the student just to be aware that someone else knows.

What to do if a student complains of being bullied

- Compile a complete account of the incident or incidents. Are there friends, classmates or witnesses who can verify any accounts?
- Take a written statement from the student(s).
- If you can identify the bullies as other students from the Academy, talk to your line manager, i.e. Curriculum Director or Strategic Director.
- The bullies should be spoken to regarding the complaint. An informal warning may be sufficient.
- The student's Head of House must be informed as to what has happened.
- The student's Head of House will arrange for a member of staff, chosen by the student either being bullied or at risk of being bullied, to offer support on a continual basis until such time as the student and his/her parent are satisfied that conditions have returned to normal.
- It may be appropriate to get the bullies and victims together to give their respective accounts and propose/agree to a solution – propose that sorting out the problem internally as individuals is preferable to one of the possible following scenarios:

- further sanctions (detention, fixed term exclusion)
 - written record on student's Academy file (affecting future references)
 - parents being contacted
 - contacting the police (if the incident is serious)
 - referral to Educational Psychologist
 - permanent exclusion from the Academy
- It may be appropriate to conduct separate follow-up meetings with the victim and bully to ensure that the problems have been sorted out.

What to do if you see a student being bullied - Confronting Bullies:

- Challenge the student's responsible – recording names and tutor groups.
- Record the incident in writing.
- Depending on the nature of the incident, it may be necessary to call Senior members of staff who will follow the procedures outlined in the policy.
- Arrange for a meeting to discuss the incident – pointing out the consequences that may follow if the issues are not resolved to a satisfactory end. See the possible scenarios above.
- The meeting may involve students (bullies and victims) and any such staff as may be considered appropriate – Form Tutor, Curriculum Director, Strategic Director, Parents, and Student Welfare Officer.
- A follow-up meeting with the victim must take place to ensure that the situation has been resolved and that the student knows that he or she is supported by the Academy.
- A follow-up meeting with the bully must take place to ensure that the student is supported in modifying his or her behaviour. Targets may be set and progress towards them reviewed. Support for the bully may involve referral to another agency.

Possible signs that a student is being bullied:

- A student may appear unusually withdrawn and uncommunicative.
- He or she may be unable to concentrate in class.
- His or her behaviour may change e.g. a student's participation in Academy and other activities may be reduced
- He or she may experience psychosomatic complaints.
- He or she may have unexplained cuts/bruises – or give unconvincing explanations.
- There may be unaccountable and repeatable damage or loss to bags, books, equipment and money
- There may be intermittent and long term absences from the Academy
- A student may truant from the Academy.

Anti-Bullying Policy – Guidance for Students:

What to do if you are being bullied:

- Find a member of staff that you can talk to. This member of staff will probably be able to help but remember that if you want the matter to remain confidential then the teacher may not be able to help. Your tutor is probably the best person to see in the first instance.
- Talk to responsible peers
- Tell a parent.
- Tell a friend who you can trust.
- Tell anyone that you feel you can trust.

Possible signs that a person is being bullied:

- A student may appear to be unusually withdrawn or quiet.
- They may be unable to concentrate in class.
- Their behaviour may change.
- They may have unexplained cuts and bruises or give unconvincing explanations for these.
- They may be truanting from the Academy.

Steps to tackle bullies:

- Give as complete an account as you can of what has happened to you.
- Are there friends, classmates or witnesses who can back up your story?
- You may have to give a written account of what has happened to you. Try to get a written statement from witnesses.

What you do if you see a student being bullied:

- Find a member of staff and tell them exactly what has happened.
- Challenge the students responsible to prevent further distress if you feel that you are able.
- Record the names and tutor groups of the bullies.

Links with other school policies:

This Policy links with a number of other school policies, practices and action plans including;

- Complaints Policy.
- Discipline for Learning Policy.
- Safeguarding and Child Protection Policy.
- Healthy Schools Policy.
- Citizenship and PSHE Schemes of Work.
- The recording of Racial Incidents.
- Confidentiality Policy.

Monitoring & review, policy into practice:

We will review this Policy at least once every two years as well as if incidents occur that suggests the need to review. The school uses the guidance given by:

- DCSF,
- LA,
- Anti-Bullying Alliance, to inform its action plans to prevent and tackle bullying.

Responsibilities:

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- Academy Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Principal, Senior Leaders, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly
- The Principal and Vice Principals to communicate the policy to the school community
- Pupils to abide by the policy.

This policy will be led by a senior member of staff designated by the Principal and reviewed during the forthcoming academic year by the Governing Body.

Ref. Safe to Learn: Embedding anti bullying work in schools (DCSF – 00656-2007)