

Anti-Bullying Policy

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1.0 RATIONALE

Bullying can occur at any stage in life, whether it is at school, home, work or socially. Nationally, bullying whether emotional, verbal or physical, affects a large percentage of pupils, either directly or as witnesses of distressing acts of aggression. Children who are worried about being bullied, or who see their friends bullied are likely to find it difficult to concentrate on their work, and their quality of learning is thus affected.

We are committed to providing a caring, friendly and safe environment for all children and young people at Armthorpe Academy so that they can thrive and learn in a relaxed and secure atmosphere. We take a zero-tolerance approach to any kind of bullying. Should bullying occur, pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively at school. This means that anyone who knows that bullying is happening is expected to tell a person in authority.

2.0 AIMS OF THE POLICY

This policy aims to provide clarity for all stakeholders about the school's stance on bullying i.e. that it will not be tolerated, the role of the school, pupils and parents, and to provide a sense of security for parents and pupils that bullying is addressed promptly and effectively by the school. The policy also aims to outline the strategies used by the school to prevent bullying, and also to clarify how the school responds to incidents of bullying.

3.0 DEFINITION OF BULLYING

Armthorpe Academy defines bullying as:

"Behaviour by an individual or group, that is repeated over time and intentionally hurts another individual or group either physically or emotionally. Bullying is a type of child on child abuse"

Examples of Bullying - to help understand what forms bullying can take here are some examples: (This list is not exhaustive)

- Emotional: being unfriendly, excluding, tormenting, using threatening gestures
- Physical: pushing, kicking, hitting, punching, inappropriate touching or any use of violence
- Racist: using racial taunts, graffiti, gestures
- Gender and sexual: making unwanted physical contact or homophobic or sexually abusive comments because of, or focussing on, the issue of sexuality,
- Verbal: name calling, sarcasm, spreading rumours, teasing, making sexual or derogatory comments
- Disability related: name-calling, using gestures, tormenting, threatening, because of, or focussing on, the issue of disability or special need
- Cyber: all areas of Internet, such as email and Internet chat room misuse, mobile threats by text messaging, snap chatting, Facebook, Instagram and calls. Misuse of associated technology, i.e. camera and video facilities.

Common characteristics of bullying - there are common characteristics which are found in acts of bullying. These are:

- **Intention to harm:** bullying is deliberate, with the intention to cause harm. For example, friends teasing each other in a 'good-natured' way is not bullying, but having your bag and other possessions taken and thrown around or a person teasing another with the intention to deliberately upset them is bullying.
- **Harmful outcome:** one or more persons are hurt physically or emotionally
- **Direct or indirect acts:** bullying can involve direct aggression, such as hitting someone, as well as indirect acts, such as spreading rumours or being ignored and left out or being given dirty looks every time you walk past.
- **Repetition:** bullying involves repeated acts of aggression. An isolated aggressive act, like a fight, is not bullying.
- **Unequal power:** bullying involves the abuse of power by one or several persons who are (perceived as) more powerful, often due to their age, physical strength, or psychological resilience.
- Although bullying is not a criminal offence, there are some types of harassment or threatening behaviour or communication that could be. For example, under the Protection from Harassment Act, Malicious Communications Act 1988, Communications Act 2001 and the Public Order Act 1986.

Discrimination and prejudice-based bullying can be:

- Racist
- Homophobic
- Transphobic
- Discrimination to SEN, disability or personal health
- Sexist
- Sexual
- Related to personal appearance or culture
- Related to home circumstances

It is very important to remember that bullying is NOT the odd occasion of falling out with others, name-calling, arguments or when the occasional trick or joke is played on someone. It is bullying if this is done over a sustained period of time with the intention to cause upset.

Bullying is always taken seriously because of the potential impact upon young people. Many outward signs of bullying can be the same as other indicators of abuse such as non-accidental injuries, self-abuse, low self-esteem, unhappiness, fear, distress or anxiety.

If unchecked, others may come to see bullying behaviour as acceptable within the school. Victims can become bullies of younger or more vulnerable pupils. Bullying can have long term effects on victims which may stretch into their adult lives.

4.0 THE SCHOOL'S ROLE

In responding to allegations of bullying:

- We pledge to respond within 24 hours to complaints or concerns raised by pupils or parents regarding any issues of bullying.
- We investigate fully any allegations of bullying and keep parents / carers informed of progress. If allegations are confirmed, they are acted upon, with clear procedures and sanctions.
- We aim to deal fairly and consistently with acts of bullying, whilst recognising the context of each individual case.
- As part of the process for resolving issues of bullying, we encourage reparation and restoration between the two parties, led and managed by senior staff.
- We provide appropriate support for pupils who are victims of bullying, and also for pupils doing the bullying.
- We monitor each case closely, and keep parents informed of progress.
- We record all incidents of bullying and hold these on file.

In preventing bullying issues:

- We ensure the whole school community understands the definition of bullying and the school's view of it.
- We encourage pupils to report bullying immediately to a member of staff, whether they are suffering from, witness or suspect bullying. If this is difficult, we encourage pupils to use the school's SHARP reporting system (school website homepage), where they can make a report privately and confidently without fear of being seen or heard by others.
- We ensure pupils in each year group are educated on bullying issues through PSHE, assemblies, discussion with Form Tutors, one to one talking with a student or group of students by staff members, and through the curriculum.
- We provide opportunities for pupils to voice their views and be proactive in the school's stance on bullying through group work or whole school campaigns.
- We ensure staff are regularly trained in behaviour management.
- We ensure all stakeholders are aware of the policy and we regularly review it.

All opportunities will be used as and when it is appropriate. Good practice in classroom and curriculum organisation and delivery reduces bullying opportunities and motivation.

In the classroom, consideration is given to:

- Room layout
- Availability of resources
- Explicit use of the Behaviour Policy
- Student involvement and management of individual classroom rules and routines
- Use of rewards and consequences
- Developing our students' self-image so they feel confident to speak up for themselves.
- Monitoring and stopping inappropriate behaviour
- Flexible learning practices
- Group work

Out of the classroom, consideration is given to:

- Positive promotion of our expectations through the Behaviour Policy to encourage all to respect themselves as well as others
- Encouraging students to engage in a wide variety of extra-curricular activities and be occupied in a positive manner
- Supervision of all areas, including toilets, particularly during break times helping to minimise bullying opportunities
- Use of sanctions in school

5.0 PUPILS' ROLE

In order for us to be able to increase our effectiveness in preventing bullying and to respond promptly to bullying, pupils must play their part too.

We expect pupils to:

- Tell a member of staff, parent or friend if they believe they are the victim of bullying, or report it.
- Avoid being a bystander or join in, but to report it immediately.
- Never respond with violence towards a bully, either as a victim or witness, but try and walk away and report it.
- Accept and make full use of any support offered.
- Co-operate fully with staff when alleged incidents are being investigated.
- Be prepared to provide positive support for peers who have been / are victims of bullying.
- Be proactive in group and whole school approaches to preventing bullying.

6.0 PARENTS' ROLE

- Contact the school if you have any concerns about your child.
- Talk regularly and openly with your child about bullying if you feel there is an issue.
- Monitor your child's use of the internet, mobile phone and social networking.
- Collect any evidence of bullying which may help the school in their investigations.
- Work in partnership with the school in their efforts to address concerns of bullying.

7.0 PROCEDURES FOR DEALING WITH BULLYING

General procedures for dealing with bullying will follow these principles:

Adults are available,

- Staff ensure that students know they are ready to listen and are ready to provide immediate support. They remain calm and make it clear that the incident will be investigated.

Incidents are investigated

- Every incident is investigated as soon as possible. All those involved are interviewed individually to avoid intimidation and to produce an accurate report.
- All incidents are reported to Heads of Year using the Bullying Incident Report Form.

- Records are kept
- Records and incidents of bullying will be kept in a paper file with copies of the Bullying Incident Report Form uploaded to CPOMS.
- Incidents are also reported through the Local Academy Board meetings.

There is a response:

- a) Staff will emphasise that the student is right to tell an adult in school if they are having a problem with another student.
- b) To the person being bullied. This person (or persons) will be assured that the situation is being dealt with. They will also be given strategies to help deal with the situation.
- c) To the person doing the bullying. This person (or persons) will be spoken to with consequences related to the severity of the incident. Parents will be involved if appropriate and strategies to help the student avoid repeat behaviours will be put in place.

Review

Review and follow up will be carried out as appropriate to the situation, in the first instance review takes place after 2 days and then weeks. All concerned are made aware of and helped to deal with the causes of bullying as well as the consequences of bullying. There is always a reason behind why a person bullies and part of dealing with an incident must be helping a person to realise why they do it and then helping them to stop doing it, as well as supporting the victim. Some of this work may be carried out by staff through restorative practices.

8.0 COMPLAINTS PROCEDURE

It is hoped that the school's openness provides an effective channel for expressions of concern and that these will initially be addressed to the Heads of Year or the Pastoral Team. Parents who wish to take any matter further can contact the Deputy Headteacher with responsibility for Behaviour and Attitudes, the Headteacher or follow the school's complaints procedure.

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