

Anti-Bullying Policy

Reviewed and approved by	Endorsed by (if appropriate)	Date of next review
Standards Committee	No	Spring 2019

Anti-Bullying Policy

Academy Mission Statement

Faith

We keep Christian values at the centre of everything we do.

Ambition

We strive to achieve our best.

Multicultural

We strive to be accepting and supportive of all students and staff and value each and every individual.

Independence

To take responsibility for our own learning.

Lifelong Learners

Developing knowledge and skillset in preparation for life as a global citizen.

Your Future

Nurturing self-esteem to equip individuals with the skills and values for a successful future.

The Academy Mission Statement was created by Academy Student Leadership Representatives in November 2015.

This policy, and its associated procedures and protocols, is based on these key principles.

Introduction

At St Anne's Academy we aim to provide a safe caring and friendly environment for all our students to allow them to learn effectively, improve their life chances and help them maximise their potential.

We would expect students to feel safe in school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

The Academy recognises its responsibilities in preventing and tackling bullying in accordance with the requirements of the Education Act 2002, the Education and Inspections Act 2006 and the Equalities Act 2010.

Purpose of this Policy

- To help develop a school community where all individuals have a valued role to play.
- To minimise confrontation and encourage mutual respect.
- To provide a positive learning environment.
- To maximise achievement by all within the school community.

Our Aims

St Anne's Academy has a consistent approach to any bullying incidents that occur and seeks to involve Teaching Staff, Support Staff and Governors in the implementation and monitoring of this policy.

The Academy raises awareness of bullying and promotes positive relationships built on respect and ensures fair treatment for all. Everyone has a responsibility for safeguarding students and all members of staff and Governors have a duty of care to ensure our students are protected from harm. This policy is published on the Academy website for easy access by the whole Academy community.

What is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time which makes an individual feel uncomfortable or threatened whether it is intended or not, either physically or emotionally. Bullying can be defined as being:

- Physical – kicking, hitting, pushing, inappropriate or unwanted physical contact, taking and/or damaging belongings.
- Verbal – name calling, taunting, ridicule, comments, threats, offensive/personal remarks.
- Emotional/Psychological – spreading nasty stories, gossiping, excluding people from social groups, negative body language.
- Cyber - emails, picture/video clip bullying, instant messaging, internet chat room, abuse and social networking sites such as Facebook.
- Indirect - graffiti, gestures, defacing of property, display or pornographic, class, disability, racist or sexual material.
- Threatening with a weapon.
- Theft or extortion.
- Persistent bullying.

People are bullied for a variety of reasons and for no reason. Specific reasons or motives for bullying can include:

- Bullying related to race, religion or culture.
- Bullying related to SEN and/or disabilities.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation or perceived sexual orientation [homophobic or biphobic]
- Bullying related to gender identity [transphobic]
- Bullying related to home, other personal circumstances or vulnerability
- Sexist or sexual bullying.

What does bullying look like, feel like and sound like?

It is meant to hurt. The person or people doing the bullying know what they are doing and mean to do it. It happens more than once and there will be a pattern of behaviour. It also involves an imbalance of power; the person being bullied will usually find it very hard to defend themselves.

Who bullies?

Anyone who has the capacity to bully, there is really no reliable diagnosis. However, those who perceive themselves as low status within a community or group may use bullying to artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not.

Who is bullied?

Anyone can be bullied, young person, parent/carer or staff member. People who suffer bullying are often perceived by others to be different. Sometimes the perceived difference is individual to that person – shyness, physical appearance, clothing and accent.

The Academy recognises that bullying can be student to student, teacher to student or student to teacher.

The effects of bullying

The Academy recognises that students who are being bullied may show changes in behaviour, such as clinginess, feigned illness or even misbehavior and self-harm. If left unchecked, others may come to see bullying behaviour as acceptable. Those who bully or witness the bullying can also experience emotional harm and the impact on students and their parents or carers can be significant. Bullying can result in illness, depression, poor academic performance and long term consequences which affect a person throughout the rest of their life.

Involving Parents

St Anne's Academy works with parents to help them recognise and deal with bullying. We encourage parents to contact school immediately if they suspect their child is being bullied. The Academy informs parents or carers of incidents and involves them in discussions.

The Academy will listen to your child and appropriate support will be put in place for any child who reports that they have been bullied so that they feel safe in school. Academy staff will investigate all bullying allegations, using CCTV as necessary, and meet with students to allow conciliation to take place. The Academy will make safeguarding referrals to external agencies as necessary and impose appropriate sanctions against perpetrators of bullying.

The Academy also seeks support from parents and carers in the event of their child being responsible for bullying behaviour and for sanctions imposed by the Academy as a consequence of this behaviour.

Guidelines for Students

Students should report bullying to an adult, whether it is to themselves or others. They should never stand by and watch; they should avoid situations on social media where bullying is taking place and report them when they occur. Students should avoid text messaging when it is being used in a hurtful way and should report any instances immediately.

How to avoid being bullied

- Tell a responsible adult as soon as possible.
- Keep any evidence, e.g. text message or facebook message.
- Avoid the people doing the bullying, don't have them as a friend on social media.
- Don't react, stay calm and remind yourself that this can be stopped.
- Make it clear you are disinterested in what the bully is saying.

How bullying behaviour is dealt with

Academy staff are constantly vigilant in spotting and preventing incidents of bullying in the Academy. Any suspected bullying incident is dealt with effectively and sensitively by trained staff.

Staff are available to listen and provide immediate support to a student who reports they have been bullied. Support is provided both in the classroom and outside the classroom as required in order to make the student feel safe in school. This could include key members of staff including the Pastoral Director, Assistant Pastoral Director, Year Directors and Form Tutors. Student Peer Mentors are also available to provide appropriate support.

Parents or carers are contacted immediately and are fully involved and advised of the actions taken to protect their child and to resolve the situation, e.g., restorative justice interventions or mediation. All allegations of bullying are investigated and dealt with in accordance with the Academy Behaviour Policy. The Academy will refer bullying allegations to the Police, Local Authority Designated Officer [LADO] or other external agencies where necessary.

Whilst the Academy cannot be held responsible for incidents which take place in the local community, support will be provided to students and their parents or carers and the Academy will cooperate fully with any Police involvement.

The Academy records and monitors all incidents and allegations of bullying and evaluates the Academy response to these allegations through discussions at Strategic Behaviour Group Meetings.

How the Anti-Bullying Policy is promoted to students

1. An Anti-Bullying Session is held during Summer School for new Year 7 students
2. The Academy supports National Anti-Bullying Week on an annual basis
3. One Pastoral Assembly per term has an Anti-Bullying focus
4. The Academy supports Safer Internet Day on an annual basis
5. Faith Assemblies promote the Academy's ethos, values and positive relationships
6. Peer Mentors attend an Anti-Bullying Workshop and are available to support students
7. The Academy responds to concerns and ideas raised by Student Voice
8. The Academy supports the Random Acts of Kindness project
9. Anti-Bullying Posters including useful contacts and websites are displayed around the Academy
10. The PSHE curriculum and IT curriculum cover aspects of anti-bullying content

Guidelines for staff who feel they are being bullied

As for students, no member of staff should ever feel they are being bullied in the workplace, either by a colleague or by a student. Staff should report any incidents of bullying to the Pastoral Director [students] or the Director of Personnel & Finance [staff]. Bullying allegations made against members of staff will be dealt with through the Staff Grievance Procedure.

Links to other Policies

- Behaviour Policy
- Safeguarding Policy
- e-Safety Policy
- Complaints Policy
- Single Equality and Community Cohesion Policy
- Staff Grievance Policy

Review of the Anti-Bullying Policy

The Academy will review the policy on a biennial basis to assess its implementation and effectiveness.