

Anti-bullying Strategy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the educational opportunities available. At the first instance of bullying behaviours being displayed, our aim is to deal with individual incidents promptly, in order that it does not escalate to become 'bullying'. As such, we have an active 'Anti-Bullying' council to help support pupils. Within the curriculum, we also raise the awareness of the nature of bullying through inclusion in PSHCE, assemblies and subject areas, as appropriate, in order to minimise and eradicate such behaviours.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups etc)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

All members of staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory Duty of Schools

Head Teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps will be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded and discussed /shared with the head teacher
- the head teacher will interview all concerned and record the incident
- parents will be kept informed
- punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils who have experienced bullying behaviours will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.

Pupils who have displayed bullying behaviours will be helped by:

- discussing what happened
- discovering why / how the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help address such behaviours

The following disciplinary steps can be taken:

- stepped sanctions in line with the academy behaviour policy
- exclusion from certain areas of school premises, e.g. lunchtimes
- minor fixed term exclusion
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- permanent exclusion