



ENJOY, LEARN, ACHIEVE

Anti-Bullying Policy

Reviewed by: Mr B Francis

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Nominated Portfolio: Personal Development Behaviour & Welfare

Date for next Review: Summer Term 2017

Due regard has been given to the Equalities Act 2010



Diverse Academies
Learning Partnership

ON BULLYING

At East Leake Academy we strive to promote an ethos of anti-bullying which is based on the principles of Care, Courtesy and Consideration. We believe that every person in the academy's community has the right to **"ENJOY high quality LEARNing experiences through which they are able to ACHIEVE their full potential"** in a safe and secure environment. Bullying of any form is unacceptable. We will therefore, actively work to eliminate bullying in all its forms.

1. INTRODUCTION

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying is often motivated by prejudice against particular groups for example on grounds of race, religion, gender, transgender, sexual orientation or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children or perceived differences.

2. PREVENTION

East Leake Academy's response to bullying is not to start at the point at which a student has been bullied. We aim to develop sophisticated approaches; in which all staff proactively gather intelligence about issues between students and develop strategies to prevent bullying occurring in the first place. This may involve talking to students about issues of difference, in lessons, through dedicated events and through assemblies. ELA continue to create an ethos of good behaviour where students are taught the values of respect for staff and each other, as well as the value of education. The academy also aims to educate students on how their actions affect others and permeate the academy's environment. There is a high expectation that staff and older students set a good example for the rest to follow.

3. OBJECTIVES OF THIS POLICY

All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.

All governors, teaching and non-teaching staff should know what the academy policy is on bullying, and follow it when bullying is reported.

All students and parents should know what the academy policy is on bullying and what they should do if bullying arises.

As an academy we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Bullying will not be tolerated.

4. ROLES & RESPONSIBILITIES

The Assistant Principal for Personal Development Behaviour and Welfare (PDBW) has overall responsibility for the policy and its implementation and liaising with the governing body and parents/carers. The Assistant Principal for PDBW will have general responsibility for handling the implementation of this policy, although this will often be delegated to the Heads of House and other staff on a day to day basis.

The academy will also deploy responsible Key Stage 4 student leaders and Post 16 students to help support younger peers who may be experiencing bullying.

The responsibilities of the student leaders are:

- To provide advice & support and serve as a role model for all students.
- To record and report all incidents of bullying.
- To deliver assemblies to all students to raise awareness.
- Liaise with the pastoral leaders & other relevant staff regarding bullying.

Different Types of Bullying

Bullying can be divided into 4 types:

PHYSICAL: pushing, kicking, hitting and other violent or threatening behaviour.

VERBAL: name calling, sarcasm, undermining, teasing; all on a persistent basis.

PSYCHOLOGICAL: rumours, social exclusion

CYBER: the use of mobile phones, instant messaging, e-mail, chat rooms or [social networking](#) sites such as [Facebook](#) and [Twitter](#) to harass, threaten or intimidate someone.

Specific forms of bullying recognised by the Academy include racial, religious, cultural, SEN and disabilities, appearance or health conditions, related to home circumstance, homophobic, biphobic, transphobic and sexual.

It is important to remember not to label someone as a “bully” just because he or she is involved in a single incident. Research shows that many children (and adults) exhibit bullying behaviour at some time in their lives, but these are often incidents that are not repeated or occur at considerable intervals.

ANTI BULLYING COMMITMENT

At East Leake Academy our commitment is to:

- Actively promote this policy throughout the academy.
- Ensure that all members of staff promote a safe bullying-free environment within their classroom and the wider school.
- Endeavour to educate students about bullying within curriculum and Vertical Tutoring (VT) time. This will include strategies to resist bullying and to be supportive of their peers.

- Endeavour to provide assemblies/workshops that aim to raise ELA awareness of issues around bullying.
- Endeavour to provide opportunities for students to discuss concerns about bullying with staff, non-teaching staff and through peer support.
- Actively tackle prejudice by promoting diversity and acceptance.
- Tackle bullying in a fair and consistent way, by adhering to the guidelines within this policy.

5. REPORTING AND RESPONDING TO BULLYING INVOLVING STUDENTS

East Leake Academy has clear systems to report any type of bullying for the ELA community. This includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

- Students should report bullying to their Tutor or Head of House. The sooner the school knows about it, the sooner it can be resolved. A student should not fear reprisal; the school will take appropriate action to control this.
- Parents or carers should report their concerns about possible bullying to their child's Tutor or Head of House.
- Visitors or bystanders should report bullying at the academy's main reception and it will be passed on to the appropriate member of staff.
- The academy investigates and logs all complaints about bullying using PARS.
- The Bullying Log will be used to ensure that individual incidents are followed up. It will also be used to identify trends and inform preventative work in the academy and the further development of the anti-bullying policy.
- The management of a bullying incident will involve dialogue between the relevant combination of staff and students.
- In more persistent cases the dialogue will include parents and/or supporting agencies, (e.g. Targeted Support Service, Police, Education Psychology Service, Special Needs Support Service and Academy Nurse).
- Parents of any children involved in bullying will be contacted and kept informed.
- When a child has been bullied, efforts will be made:
 - Where appropriate, to help him/her confront the situation.
 - To rebuild his/her confidence.
 - To establish a better relationship with those involved.
- Responses to bullying are varied, depending upon context and the needs of all parties involved. Some strategies for victims & perpetrators are:
 - Citizenship and Pastoral Curriculum Education

- Restorative Practice
 - Peer Support Systems
 - Counselling
 - Meetings with parents
 - Perpetrators also may be placed on report
 - Loss of free time in school
 - Placed in isolation or internal exclusion
 - Fixed Term Exclusion from school
 - Permanent Exclusion from school
- The academy will work with both the perpetrator and the victim to repair the harm caused and try to ensure that the bullied student feels safe from further harm.
 - All teachers seek to outlaw bullying in their responses to a student's behaviour in the content of lessons, tutorials and assemblies. They encourage students to support each other and show disapproval to the act of bullying.
 - Efforts will be made regularly to identify particular areas where problems are occurring within the academy. Staff will always be informed and appropriate strategies implemented.

6. REPORTING AND RESPONDING TO BULLYING INVOLVING OTHER MEMBERS OF THE ELA COMMUNITY

Bullying involving Staff

All staff have the right to be free from bullying in the workplace. This includes bullying which involves other staff, parents or students. Matters surrounding staff bullying should be reported to your Head of Faculty (if appropriate) and Mrs K Hardy (Principal). If necessary the Chair of Governors may then be consulted.

Bullying involving Parents

The Principal will write to the parent explaining that such behaviour is unacceptable and if it is repeated the parent may be banned from the school grounds or from contacting members of staff. In addition, the parent may be told that they can only communicate with a nominated member of the Senior Leadership Team (See the Persistent Complaints and Harassment Policy for further information).

Bullying involving Governors

The Chair of Governors will write to the governor explaining that such behaviour is unacceptable on the academy's premises and, if it is repeated, the matter will be raised at the next governors' meeting.