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# ANTI-BULLYING POLICY

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Reviewed by	AOC	
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Public

## 1. Statement of Intent

- To ensure a positive learning environment is created in which all stakeholders feel safe.
- To encourage an ethos of respect and support for all.
- To raise awareness of what is considered bullying behaviour and ensure that students are equipped with the skills to deal confidently and positively with incidents of bullying if they occur.
- To engage with all members of the South Axholme Academy community to ensure that we create a learning environment in which bullying will not be tolerated.
- To update and review our practices regularly, informing parents of any changes made to our anti-bullying policies or procedures, and signposting them to any useful resources

## 2. Defining Bullying

Bullying is: "Behaviour by an individual or group, persistent, deliberate and repeated over time, which intentionally hurts another individual or group either physically or emotionally" (DfE definition).

At South Axholme we use **STOP** to support in the identification of Bullying, **Several Times On Purpose**

The various types of bullying can be:

**Verbal bullying** - involving name calling or making use of written notes, e-mails or mobile phone messages, pictures or video clips (so called 'cyber bullying'); this bullying may include threats of physical violence, racist insults or threats, sexual insults or threats or other prejudice based behaviour.

**Physical bullying** - consisting of deliberate jostling, bumping, pushing or shoving or sexual touching. Those responsible may maintain that it was accidental when first detected, but it is a criminal offence if it involves assault, actual bodily harm or wounding. This type of bullying may involve theft or damage to property, accompanied by the threat of violence. Not all theft or damage is bullying, but it is where it is repeated and the intention is to create fear or to intimidate.

**Indirect bullying** - involving the manipulation of social networks with the intention of belittling an individual or individuals or excluding them or marginalising them from their friends and normal relationships; this can be by spreading rumours or making malicious accusations and might involve cyber bullying.

**Cyber bullying** can be multifaceted and therefore the following protection is in place:

- an Acceptable Use Policy (AUP) that includes clear statements about e-communications
- assemblies highlighting cyber bullying and CEOP (Child Exploitation and Online Protection), a multi-agency service dedicated to tackling the exploitation of children.

## 3. Procedures for Reporting Bullying Incidents

All students are encouraged to feel that it is right to tell someone if they are being treated unkindly or if they think someone else is being treated in an unkind way. These incidents on unkind behaviour are recorded on Arbor as a neutral event. Where bullying is suspected to be happening, it will be dealt with

quickly and appropriately. Whilst it is the responsibility of all staff within the academy to reinforce the anti-bullying strategy and support the victims of bullying, it is recognised that not all staff have the capacity (due to the commitments of their job) to carry out a swift and thorough investigation. Therefore, incidents of bullying should be referred to the appropriate Progress and Achievement Leader (PAL) as quickly as possible.

Staff suspecting an incident of bullying/unkind behaviour should:

- record any unkind behaviour on Arbor
- If it has occurred Several Times On Purpose, reassure the young person that their concerns are being taken seriously and will be investigated
- avoid labelling students as 'a bully' and 'a victim' – after an incident both students may need support to rebuild and reinforce self-image and esteem or restorative facilitation
- contact the relevant Progress and Achievement Leader as soon as possible with further details of the incidents

The Progress and Achievement Leader will record the incident details on our MIS system and CPOMS

All reported incidents of persistent unkind behaviour or bullying should be investigated using the following procedure:

- appropriate students will be interviewed by the relevant Progress and Achievement Leader and statements will be taken
- copies of statements and any supporting evidence gathered will be stored electronically using CPOMS
- details of all actions taken will be recorded on CPOMS under 'Actions'

The recipient and perpetrator of any bullying incident will be spoken to by the appropriate Progress and Achievement Leader and where appropriate, mediation will take place. Parents of both parties will be contacted and informed.

## 4. Roles

**The Progress and Achievement Leader will:**

- provide advice, support and assistance to any student who reports bullying. Where wider family support is required, it will be delivered through the Early Help process or Pastoral Support Plan
- Monitor Arbor for reports from members of academy staff on individual students who are causing concern (both recipients and perpetrators of bullying)
- ensure that unkind behaviour/ bullying is a standing item of Progress and Achievement leader's bi-weekly meetings. These will focus on the issues presented during the term to ensure appropriate tracking and intervention for all students
- where appropriate (if the student and victim are in agreement) use restorative practice strategies to allow the victim to explain the consequences of the perpetrator's actions to them

face to face. Where used, this will be conducted in a safe and supported environment with PAL's. Agreements would then be reached which would allow a new relationship to be established

- refer vulnerable students to appropriate services, e.g. counselling or With Me in Mind.
- in collaboration with the Principal and other staff, seek opportunities to promote the anti-bullying strategy at South Axholme Academy, e.g. via assemblies, displays and promotion of national awareness campaigns

#### **The Senior Leadership Team will:**

- respond to student and parent voice to review and amend anti-bullying practices.
- monitor, review and update anti-bullying policy and report incidents of bullying in order to ensure the safety of all members of the academy
- ensure that all staff have a clear understanding of the South Axholme anti-bullying policy through leading safeguarding updates throughout the year
- ensure that the policy is implemented through Progress and Achievement Leader meetings
- strive to enhance the quality of safeguarding work in relation to bullying and link this to the personal development program to create a culture where unkind behaviour is challenged
- formally consult parents about their child's safety and well-being once a year, for example, through parents' evening surveys, student voice surveys

#### **Governors will:**

- ensure that an anti-bullying policy is in place and is reviewed annually
- ensure that any serious incidents of bullying are communicated in the termly governors report

#### **Parents and carers will:**

- regularly speak to their child in order to promote a social conscience and awareness that reporting unkind behaviour/ bullying is the right thing to do
- be aware of and support the academy's anti-bullying policy and procedures and use these to assist their child in understanding the impact of unkind behaviour/bullying behaviour
- support the academy's actions in dealing with proven cases of unkind behaviour/bullying
- work with the academy in order to support their child in developing positive responses to incidents of unkind behaviour/ bullying consistent with the academy's anti-bullying procedures.
- engage in the Early Help process if wider support is required
- be responsible for monitoring their child's e-communication and social media use. Should cyber-bullying occur, parents are responsible for ensuring that the appropriate reporting mechanism is used. For example, the report feature on Facebook, red flag on Youtube or report to the local police

## 5. Appeals Process for Bullying Incidents

At all times the Academy will seek to work with parents and students to ensure that incidents of unkind behaviour/ bullying are dealt with to the satisfaction of all concerned.

If at this point an agreement cannot be reached, the matter may be dealt with through the formal complaints procedure detailed on the website

## 6. Promoting the Anti-Bullying Policy, Culture and Ethos

South Axholme Academy has a clear protocol for sustainable promotion of the anti-bullying policy and developing an academy wide culture and ethos which supports tackling unkind behaviour/bullying. This is multifaceted through:

- staff development session to discuss policy updates and support staff in delivering the curriculum
- appropriate citizenship embedded as part of the General Studies curriculum; students will be shown that unkind behaviour/bullying in any form is unacceptable.
- the use of tutor time, South Axholme Mindset, SMSC programme/ General Studies, all of which develop discussion, raise awareness and understanding of the impacts of unkind behaviour/ bullying
- cyber bullying mentors/ anti-bullying week activities which take place throughout the year promoting the anti-bullying message throughout the South Axholme community

IET reserves the right to make amendments to this policy at any time without notice.