



Anti Bullying Guidelines

Statement of Intent

We aim to ensure that **all** members of the academy community - students, staff (teaching and support staff) and governors - take active responsibility for the welfare and security of others and helping them feel secure.

Bullying is totally opposed to our vision and values and will never be tolerated. We are committed to providing a caring, friendly and safe environment for all of our students so that they can learn in a relaxed and secure atmosphere. As an academy we promote respect of oneself and others, encourage the pursuit of excellence and foster equality of opportunity.

No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who bully need to learn different ways of behaving.

The Anti-Bullying Policy makes a significant contribution to the academy ethos and realisation of its stated aims.

The Nature of Bullying

Bullying is defined as the conscious desire to hurt, threaten, intimidate or frighten someone else and can take one or more of the following forms;

- Cyber: Intimidation via mobile phone, ipad, or other items of new technology including social media, camera and video facilities, and/or the Internet.
- Emotional: Exclusion from social groups, subjection to malicious gossip or tormenting (i.e. hiding books, taking belongings, threatening gestures).
- Physical: Hitting, kicking, and punching.
- Homophobic: Inappropriate use of homophobic language.
- Racist: Racial taunting, graffiti, gesturing.
- Sexual: Unwanted physical contact, sexually abusive comments.
- Verbal: Name calling, sarcasm, teasing, offensive remarks or the spreading of rumours.

Aims

To ensure that:

- All members of the academy community have an understanding of what bullying is.
- All those employed by the academy know what the policy is on bullying and follow it when bullying is reported.
- Students and parents/ carers know what the policy is on bullying and what they should do if bullying occurs.
- Students are consulted as to what they believe bullying is and how it should be dealt with.
- all incidents of bullying towards any members of the academy community are taken seriously

- All students are valued, involved in their learning and able to grow in confidence in a safe environment.
- All students know the meaning of respect for others and the unacceptability of bullying.
- There is support for students who become the victims of bullying and for those who bully others.
- The academy challenges all forms of bullying, in a manner which encourages those involved to examine and modify their behaviour.
- There is an ethos within the academy in which bullying is rejected by students and incidents are reported to staff when they occur.
- There is information and support for parents/ carers of the victims and those who perpetuate bullying.

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Appendix 1

Signs and Symptoms

Even where students who are being bullied are too scared to come forward, there are often quite visible signs of bullying taking place;

- Items of clothing and property may be damaged or lost more often than normal
- Frequent illnesses/ injuries (often unexplained)
- Becoming withdrawn but reluctant to say why
- Loss of self-esteem, confidence
- Appearing tired and/ or unmotivated
- Educational attainment slowly or suddenly reducing
- Always being hungry (maybe stops eating)
- Reluctance to attend school
- Changes route to school or requests to be accompanied
- Loses money or asks for/ steals money
- Being late for lessons
- Acting out of character (aggressive, disruptive, unreasonable)
- The bullying of others
- Being over sensitive and emotional (with improbable reasons for being so)
- Resorting to self-harm

Appendix 2

Prevention

The following strategies are very important and are designed to keep incidents of bullying to a minimum;

- Maintaining a caring environment
- Detecting early signs of bullying (as outlined above) and taking prompt and correct action
- Communicating anti-bullying messages through assemblies, all subjects, and specific units in PSHE and tutor time.
- A full programme of extra-curricular activities
- The training of Listeners and Senior Prefects
- The inclusion of bullying as a topic for student voice
- The use of drama (student role play and touring productions)
- Adequate supervision of students both in and out of lessons
- Seating plans that do not allow bullies or disruptive students to sit together
- Having a student friendly copy of these guidelines in each planner along with student rights and responsibilities (student charter) and ensuring students know who to turn to for help and support
- Reviewing our response to bullying regularly and including the views of the students
- Following procedures fully and correctly (see below) to avoid reoccurrence
- Being pro-active to student views and the results of parental or student surveys

Appendix 3

Procedures for Staff

- Never ignore an incident and deal with it as soon as possible.
- Be available and willing to listen, and unless there is strong evidence to the contrary, believe the student.
- Respond in a calm manner and reassure the bullied.
- Provide support for all parties while the issues are resolved.
- Consultation and discussion should focus on the behaviour not the student, either bully or victim.
- Do not bully the student or be guilty of bullying behaviour.
- Interview and collect statements from the bullied, the alleged bully and witnesses with regard for information given in confidence.
- Decide if an incident is isolated, and of a less serious nature.
- Record each and every incident precisely on SIMs (including the alleged bully and victim). This will allow the appropriate Form Tutor, Year Leader or member of the Welfare Team to respond.
- For serious incidents make sure that the victim and parents are aware that action has been taken.
- Follow up with the student in the next half term to check there have been no further incidents.
- In the event of a member of staff being either the perpetrator or victim report immediately to a member of the Academy Leadership Team.

Appendix 4

Outcomes

- **Isolated or less serious incidents** – issue a verbal warning to the bully and report to the Head of Year or inclusion team. Where possible bring bully and victim together for reconciliation.
- **Repeat or more serious offences** – the Head of Year/ inclusion team may do one or more of the following;
 - Inform parents/ carers of both bully and victim.
 - Agree on a contract of behaviour with bully (possibly a Pastoral Support Programme written) and try to help the bully change his/ her behaviour.
 - Seek support from external agencies including Behaviour Support, Mentors or Anger Management Groups.
 - Apply an appropriate sanction which could include isolation, referral to the Behaviour Support Service and (via ALT) fixed or permanent exclusion.
- Ensure form tutors are informed and information placed in the student's file.
- Ensure all relevant staff are aware of bullying incidents so that they can monitor both bullies and victims around school and in lessons.
- Carefully monitor all involved for a period of time afterwards.

Appendix 5

Cyberbullying

Cyberbullying can be defined as ‘the use of Information and Communications Technology (ICT) particularly mobile phones and the Internet, deliberately to upset someone else.’ (DCSF ‘Cyberbullying’)

Despite this often occurring outside of school, it is a serious form of bullying and must be dealt with by staff as and when they become aware of incidents happening.

Students should be advised;

- Not to respond or retaliate to such bullying
- To think about what information they have in the public domain and where they go online
- Not to give passwords or login names to other students
- To be careful who they issue their mobile telephone numbers to
- To print off and retain all evidence and show/ hand it in to a member of staff
- To block users or change instant messenger IDs
- To contact website hosts who will eradicate abusive comments and deal with offenders
- To tell parents/ carers to contact the Police if the offense is very serious

Appendix 6

Useful telephones numbers and websites

For Students

- Bullying Online www.bullying.co.uk
- Cyberbullying www.cyberbullying.org
- Childline www.childline.org.uk
- Commission for Racial Equality (020 7939 0000) www.cre.gov.uk
- Chatdanger www.chatdanger.com
- Kidscape (020 7730 3300) www.kidscape.org.uk

For Parents and Carers

- Kidscape Parents Helpline (Mon-Fri 10-4) 0845 1205 204
- Parentline Plus 0808 800 2222

Acknowledgements

Barlby High School is grateful for the support and resources from Manor CE Academy, Kidscape and the following documents:

- DCSF document:
1. Safe to learn
 2. Cyber Bullying
 3. Bullying – A Charter for Action