

Proactively Tackling Bullying Behaviours

Bullying can include any sort of physical or mental intimidation of a person by another or a group, which causes anxiety or stress to the 'victim'. We regard ourselves as an anti-bullying academy and therefore such behaviour is unacceptable by any member of the academy community as no person has the right to make another feel uncomfortable or unhappy.

We have adopted the following definition of bullying

“Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.”

The Academy seeks to ensure that anti-bullying remains at the forefront of student behaviours, ensuring students are at the heart of the ongoing campaign to eradicate all forms of bullying. The Academy has developed a robust mechanism for spotting and dealing with bullying.

Step 1	<ul style="list-style-type: none"> • Arrange a time to discuss the concerns with the parent/guardian.
Step 2	<ul style="list-style-type: none"> • Students given a bullying diary to record any incidents or concerns. This log is signed each night by the parent / guardian.
Step 3	<ul style="list-style-type: none"> • Meet with parents/guardians again a week later to reflect upon the bullying diary and decide upon immediate action (if needed)
Step 4	<ul style="list-style-type: none"> • Decide upon informal strategies to combat bullying, strategies such as conversations with perpetrator or use of first stage behavioural sanction such as a detention.
Step 5	<ul style="list-style-type: none"> • If the bullying continues, an official bullying log may be opened. Parents/guardian will be invited in and a full action plan will be written. This action plan is written in collaboration with parents and may include a wide range of interventions and sanctions, which will include an email to all staff alerting them to the ongoing issues.
Step 6	<ul style="list-style-type: none"> • A meeting a month later to reflect upon the action plan and ensure all issues have stopped. Where needed the action plan will be amended and a further period of action will be undertaken.

Close collaboration between the Academy and parents / guardians is imperative in ensuring all incidents are dealt with efficiently and effectively.

The designated anti-bullying coordinator within the Academy is **Simon Pearce**. He can be contacted via email on SPearse@BulwellAcademy.co.uk