



Anti-Bullying Policy
September 2016



ANTI-BULLYING POLICY

At the Bulwell Academy we aim to provide a safe, caring and friendly climate for learning for all our pupils to allow them to improve their life chances and help them maximise their potential.

We would expect pupils to act safely and feel safe in school, including that they understand the issues relating to bullying and that they feel confident to seek support from school should they feel unsafe.

We would also want parents to feel confident that their children are safe and cared for in school and incidents when they do arise are dealt with promptly and well.

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.

Policy Development

This policy was formulated in consultation with the whole academy community with input from

- Members of staff- though regular agenda items at staff meetings, consultation documents, surveys
- Governors - discussions at governors meetings, training,
- Parents/carers - parents will be encouraged to contribute by taking part in written consultations, questionnaires, parent meetings, parent focus groups producing a shorter parents' guide
- Children and young people - pupils contribute to the development of the policy through the school council, circle time discussions etc.
- Other partners (extended schools, visiting external providers in school and external providers off site (14-19 curriculum), representatives from the local community, police.

This policy is available

- Online at www.bulwellacademy.co.uk
- From the school reception.

Roles and responsibilities

The Principal – Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The Anti –bullying Coordinator in our Academy is: - Darrell Woodward

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. This can take many forms and is often motivated by prejudice.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.
- Homophobic / Bi-phobic / Transphobic comments / actions.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyber bullying. If the victim might be in danger then intervention is urgently required.

Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents and their children who experience online bullying and will treat cyberbullying the same way as any other forms of bullying. For further details please see the E Safety policy.

Reporting and responding to bullying

Our Academy has clear and well publicized systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

Ways to report bullying for parents.

- Contacting year manager / Mr Woodward
- Anti-bullying email address – antibullying@bulwellacademy.co.uk

Ways to report bullying for students

- Anti-bullying email address – antibullying@bulwellacademy.co.uk
- Anti-bullying reporting box (located outside the attendance office)
- In person to any member of academy staff.
- During the after school anti-bullying drop in session (Tuesday / Thursday 15:15 – 16:00)

Ways to report bullying for staff

- Anti-bullying email address - antibullying@bulwellacademy.co.uk
- Direct communication with the anti-bullying coordinator.
- Completion of the anti-bullying concern form (found on the learning platform).

The Academy run a continual anti-bullying campaign, 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"> • Give bullying diary to record any bullying directed towards the student throughout the week
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 both the target and bully.
Step 5	<ul style="list-style-type: none"> • If the bullying continues, an official bullying log will 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 on-going issues.
Step 6	<ul style="list-style-type: none"> • A further meeting will be held after an agreed period of time 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.

Where appropriate the Academy in agreement with parents / guardians will make referrals to outside agencies to seek additional support.

Strategies for preventing bullying

As part of our on-going commitment to the safety and welfare of our pupils we have developed the following strategies to promote positive behaviour and discourage bullying behaviour

- Anti-Bullying week annually in November.
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- Student voice, school council
- Year 10 Peer mentoring scheme
- Plasma board messages
- Anti-Bullying Display board.
- Whole school homophobia / bi-phobia / transphobia awareness campaign / sanction pathway.

Reactive programmes for vulnerable groups or groups involved in bullying. For example: -

- Restorative Justice
- Counselling and/or Mediation schemes
- Anti-bullying checks
- Use of EEE (Environmental Esteem Education)
- Use of sanctions including – Detention / Internal Exclusion / Reduced Exclusion Strategy / Fixed Term Exclusion / Permanent Exclusion.

Useful organisations**Anti-bullying Alliance (ABA) - www.anti-bullying.org**

Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

Mencap – www.mencap.org

Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

Stonewall – www.stonewall.org.uk The lesbian, gay and bisexual charity**Educational Action Challenging Homophobia (EACH) – www.eachaction.org.uk**

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.

School's Out – www.schools-out.org.uk**Beatbullying – www.beatbullying.org.uk**

Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.

Stonewall.org.uk

Organisation which supports students whom are LGBT.

Childnet International – www.childnet-int.org

Childnet International - The UK's safer internet centre

References Documents and Related Policy/Guidance**National Documents**

Safe to Learn- DCSF Guidelines

Embedding anti-bullying work in schools – DCSF-00656-2007

Homophobic bullying – DCSF – 00668-2007

Cyberbullying – DCSF – 00658-2007

Bullying Involving Children with Special Educational Needs and Disabilities – DCSF 00372-2008

Cyberbullying - supporting school staff –Cyberbullying - A whole school community issue - www.education.gov.uk/publications

(All pre 2010 documents previously available on teachernet may now be found in the National archive which can be accessed through this website)

Is this bullying? What should I do?

You witness or are informed of an incident of bullying or bullying type behaviour.

- Please look for evidence that the behaviour:**
- Occurred **more than once**
 - Was intended to cause alarm, harassment or distress.
 - Has created a sense of powerlessness on the part of the person being bullied.

Please complete anti-bullying awareness form and forward to Darrell Woodward (designated anti-bullying coordinator) who will work alongside yourself and other key stake holders to decide if the issue has a bullying motive.



If evidence of bullying is not found the following steps will be taken:

- Establish the nature of the incident
- Provide support to those involved
- Decide if parents should be informed
- Review the need to take disciplinary action which is in line with the school's discipline

If an element of bullying may exist but does not warrant a whole Academy bullying log, the following steps can be taken.

- A bullying diary can be issued
- Restorative justice and mediation between individuals/groups

If evidence of bullying is found the following steps will be taken:

- Designated coordinator is contacted and informed. Designated coordinator alongside the Vice Principal will decide if an official log is to be opened
- Anti-Bullying diary issued.
- If decided the incident is bullying and warrants an official bullying log. The parents/guardians of the victim are contacted and invited into school to open the bullying log and draw up a plan of action.
- Email sent to all staff informing them of the bullying log and request vigilance and request that any further observations, incidents or concerns are forwarded to the coordinator.
- All tasks on action plan completed.
- Further meeting with victim's parents, action plan reviewed, decision made to official close bullying log or to amend action plan.
- All information collated on the Academy portal in