

BIDDICK ACADEMY

SPECIALISING IN SPORTS
AND PERFORMING ARTS

Anti-Bullying (2017-18)

Policy

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Anti-Bullying Policy

Contents	Page
PART 1: Introduction	3
1.1 Aims	3
PART 2: Bullying	3-4
2.1 Types of Bullying	3
2.2 Recognising Bullying	4
PART 3: Procedures	4
3.1 Academy Procedures	4
3.2 Academy Staff Procedures	4

Introduction

Our Academy aim: ***“A safe place where we all promote and enjoy the highest individual achievement”***

The aim of this document is to establish clear procedures that help to create a positive climate for learning.

It is a primary aim that every member of our community feels valued and respected, and that each person is treated fairly within a climate of mutual trust and respect.

All staff believe that our Academy should provide a caring, positive, safe and stimulating environment that promotes the social, physical and moral development of the individual student.

1.1 Aims

The Academy will take seriously and investigate all incidents of bullying. The curriculum will include information concerning bullying and anti-bullying procedures. The Academy’s behaviour policy rejects bullying as does the climate for learning for students.

The Academy will:

- Have a consistent approach to any bullying incidents that occur
- Promote positive action to prevent bullying through the Tutorial curriculum and related activities
- Provide support for all members of the Academy community that may be involved in dealing with an incident of bullying.
- Provide appropriate training for staff and students to support all aspects of the climate for learning and anti-bullying policies
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality and encourage understanding and tolerance of different social, religious and cultural backgrounds.

Bullying

“ a persistent, deliberate attempt to hurt or humiliate someone”

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber bullying via text messages or the internet) and is often motivated by prejudice against particular groups.

2.1 Types of Bullying

There are various types of bullying, but most have three things in common:

- It is deliberately hurtful behaviour
- It is repeated over time
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

There are various forms of bullying which include:

- Physical – e.g. hitting, kicking, taking belongings
- Verbal – e.g. name calling, insulting, racist remarks
- Indirect – e.g. spreading malicious rumours, excluding individuals from social groups, family feuds brought into school.
- Cyber – e.g. use of email, social networking sites, mobile phone messaging to spread rumours, make malicious comments.

2.2 Recognising Bullying

Some students who are affected by bullying may attend erratically, lose self confidence, and underachieve educationally or socially. Indications can include:

- Low self esteem
- Unhappiness
- Fear
- Distress
- Anxiety
- Non accidental injuries, including self harm

Procedures

3.1 Academy Procedures

The Academy will:

- Investigate all incidents of bullying
- Take a serious view of bullying
- Take appropriate action
- Involve parents/carers to ensure that they are clear that our Academy does not tolerate bullying
- Make available resource materials particularly through the Tutorial Curriculum
- Ensure that this policy is given a high profile throughout the Academy
- Ensure that all governors, staff, parents and students are aware of this policy
- Ensure good supervision of students at all times;
- Include anti-bullying procedures and information in staff training.

3.2 Academy Staff Procedures

Action by Members of staff will:

- Promote the Academy's anti-bullying policy in class, in assemblies, in PAUSE time and in Tutorial lessons
- Be alert to a potential incident of bullying and intervene when incidents are noticed
- *If appropriate* interview bullies and the bullied separately
- Involve the bullied in what happens
- *If appropriate* have the bully apologise to the bullied
- Inform the parents/carers of both bully and bullied
- Record and monitor reports of incidents of bullying
- Use strategies to change the bully's behaviour
- Involve other members of staff as appropriate, especially Form Tutors and Heads of Year
- Encourage students to tell adults of incidents of bullying
- Encourage peer group pressure against bullying and bullies
- Apply Academy sanctions including detentions and other punishments as appropriate in consultation with other relevant members of staff.

It is essential that written records are kept of incidents, interviews and action taken. Therefore, staff are reminded to record incidents and pass to the relevant Heads of Year.

This should be done by the member of staff dealing with the matter and in serious or prolonged cases of bullying this will involve the Head of Year, Deputy Head Teacher, Head Teacher.