



Biddick

Academy

Name of Policy	Anti-Bullying
Aims of Policy	<ul style="list-style-type: none">• 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.
Date Valid	July 2023 – July 2024
Date of Approval	June 2023 Headteacher June 2023 – Trustee Board
Next Review and Approval Date	June 2024
Responsibility for Review	Deputy Headteacher

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1.0 Introduction

The Academy's ethos 'inspiring learning, unlocking potential, achieving success' is the reflection of an uncompromising belief that every child will be equally able to secure outstanding educational outcomes and reach their full potential in a positive learning community which supports and values their achievements.

At Biddick Academy we want everyone to:

- Be part of a safe and respectful community
- Feel happy, valued and empowered so that we all thrive
- Aspire to be the best we can be
- Act with integrity
- Nurture resilience and independence
- Have the attitude and character to excel in life
- Have a desire to learn and work with passion, purpose and pride
- Adhere to The Biddick Way

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.

2.0 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, on line bullying via text messages or the internet) and is often motivated by prejudice against particular groups due to their protected characteristics such as

- Age
- Disability
- Gender reassignment (including transphobic bullying)
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation (including homophobic and biphobic bullying)

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 overtime
- 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.
- On Line – 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

3.0 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 Personal Development Curriculum
- Ensure that this policy is given a high profile throughout the Academy
- Ensure that all trustees, 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 FormTutor time and in Personal development 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)
- *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 (and external agencies for example, Police, where appropriate).

It is essential that written records are kept of incidents, interviews and action taken. Therefore, staff are reminded to record incidents on CPOMS 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 Headteacher, Senior Deputy Headteacher or Headteacher.