



ANTI- BULLYING POLICY

Issue Date: November 2016
Review Date: November 2017

Aims of the Policy

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by students. Bullying is anti-social behaviour and as such is taken very seriously by the academy. It affects everyone; it is unacceptable and will not be tolerated.

Objectives of the Policy

To ensure that:

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is;
- All governors, teaching and non-teaching staff should know what the academy policy is on bullying and follow it when bullying is reported;
- All students and parents should know what the academy policy is on bullying and what they should do if bullying arises;
- As an academy we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported;
- Bullying will not be tolerated.

Types of Bullying

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

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

Bullying may take various forms, including:

- Physical
e.g. kicking, hitting, pushing, intimidating behaviour or interference with personal property.
- Verbal/Psychological
e.g. threats, taunts, shunning/ostracism, name-calling/verbal abuse or spreading or rumours.
- Racist Bullying
e.g. physical, verbal, written, on-line or text abuse or ridicule based on differences of race, colour, ethnicity, nationality, culture or language.
- Faith-based Bullying
e.g. negative stereotyping, name-calling or ridiculing based on religion.
- Sexist Bullying
e.g. use of sexist language or negative stereotyping based on gender.
- Sexual Bullying
e.g. unwanted/inappropriate physical contact or sexual innuendo
- Homophobic Bullying
e.g. name-calling, innuendo or negative stereotyping based on sexual orientation or use of homophobic language.
- SEN/Disability Bullying
e.g. name-calling, innuendo, negative stereotyping or excluding from activity based on disability or learning difficulties.
- Gifted/Talented Bullying

- e.g. name-calling, innuendo, ostracism or negative peer pressure based on high levels of ability or effort.
- Cyber Bullying
e.g. abuse on-line or via text message, interfering with electronic files, setting up or promoting inappropriate websites and inappropriate sharing of images from webcams/mobile phones.

Ten Tips for Dealing with Bullying:

Bullying of any kind is always taken seriously in the academy. Speak to House Managers or Student Services in the first instance.

- Tell someone. A problem becomes smaller if it is shared.
- Walk away (if you can).
- Stay with friends – try not to be on your own.
- Keep a record of what is happening – where and when and report it.
- Don't be embarrassed to ask for help from an adult.
- Ask your parents / carers to contact the academy.
- Remember – it is NOT your fault.
- Try not to show that the bullying hurts you.
- Try to support other students who are being bullied.
- Use the academy support who will ensure that your concerns are treated with the utmost confidentiality, or email studentsupport@valeacademy.org.uk
- If you want to speak to someone, call the NSPCC Helpline on 0808 800 5000 or Childline on 0800 11 11.

Statutory Duty of Schools/Academies

The Principal has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

Implementation

Academy:

The following steps may be taken when dealing with incidents:

- If bullying is suspected and reported, the incident will be dealt with immediately by a member of the inclusion team.
- A clear account of the incident will be recorded on the bullying database.
- Everyone concerned will be interviewed by the inclusion team and the incident will be recorded.
- Form tutors will be kept informed.
- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.
- Where appropriate, the Behaviour for Learning Policy will be applied.
- Police may be informed, dependant on the type and severity of the bullying.

Students:

We will support students who have been bullied by :

- Offering an immediate opportunity to discuss the experience with a member of staff;
- Reassuring them;
- Offering continuous support;
- Restoring self-esteem and confidence;
- Asking them to complete a bullying log which will be followed up regularly.
- SEN students could also report to PL4US.

We will support students who have bullied by:

- Discussing what happened;
- Discussing why the student became involved;
- Establishing the wrong doing and need to change;
- Informing parents or carers to help change the attitude of the student.

The following disciplinary steps can be taken:

- Verbal warning to cease offending and inform the parents of each student involved (perpetrators and victims)
- Official warning to cease offending;
- Detention;
- Exclusion from certain areas of academy premises;
- Isolation;
- Fixed term exclusion.

Within the curriculum the academy will raise the awareness of the nature of bullying through its inclusion in PSHCE, in form tutorial time, in assemblies and in subject areas, as appropriate, in an attempt to eradicate such behaviour.

VALE AGAINST BULLYING

What do I do if I think I'm being bullied?

The first thing to do is to realise and believe that you do not deserve to be bullied. No-one has the right to bully anyone else. Any form of bullying is unacceptable and needs to be dealt with.

You must tell someone – you can go to Student Reception, Student Services, talk to your tutor or any other adult in the academy. Confidential email: studentsupport@valeacademy.org.uk

YOU ARE NOT ON YOUR OWN!

MONITORING, EVALUATION & REVIEW

The academy will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the academy.

KEY STAFF:

Anti bullying SLT link:	Mr M Rutt
Anti bullying Post 16 link:	Ms A Savage
Anti bullying Coordinator:	Mrs J Cullum
Anti bullying Governor:	Mrs P Kemshell