Anti-bullying policy

Date adopted: 7th July 2016 Next review date: July 2018

Policy Version Control

Policy prepared by	Principal
Responsible committee	
Date approved by committee	
Date ratified by LGB (if required)	7th July 2016
Description of changes from the model policy (if any)	1.

1. Scope and Purpose

1.1. The purpose of this policy is to help staff, students and parents understand how the Academy will respond to incidents of bullying. **The aim is to do all that is possible to eradicate bullying and ensure that the Academy is an environment in which all students and staff can feel safe and confident.**

1.2. This policy links with and refers to:

- The Behaviour for Learning Policy
- The Physical Contact Between Students Policy
- The Safeguarding and Child Protection Policy

2. Definition

2.1. Bullying is behaviour which damages the confidence and wellbeing of individuals, and normally will need to meet three tests to be classed as bullying:

- There is perceived to be a **difference in power** / status between the victim and perpetrators
- The actions are **repeated** – either by the perpetrators on one or more victim or on one victim by more than one perpetrator.
- The actions are **designed to hurt** (physically or psychologically).

2.2. Bullying behaviour can be physical, verbal or non-verbal. Examples of behaviours which could constitute bullying are described in the appendix.

2.3. Bullying can be dealt with by the Academy when it occurs between members of the Academy community, whether or not it takes place during school time and whether or not it takes place on the Academy premises.

2.4. The Academy may treat actions which make bullying more difficult to deal with such as:

- Failing to report bullying incidents
- Lying or refusing to tell the truth about bullying
- Witnessing bullying without taking reasonable action to prevent it

As if it was also bullying.

3. Anti-Bullying Commitment

We feel very strongly that all students have the right to feel happy and secure when they are at the academy and that they should never be in a position where they feel intimated by others. We strive to provide a caring environment where all academy members treat each other with mutual respect and consideration. **Bullying in any form will not be tolerated.**

4. Actions

The academy will take the following actions to reduce and eliminate bullying:

4.1. Always taking concerns about bullying seriously.

4.2. Dealing decisively with incidents, using a range of strategies and techniques (see appendix 5.2)

4.3. Publishing this policy and making it clear to students that bullying is taken very seriously and will be dealt with.

4.4. Educating students to help them understand the impact of bullying and its dangers and to empower victims and witnesses to challenge and deal with incidents.

4.5. Training staff, both teachers and support staff, to be better at recognising and dealing with bullying.

4.6. Training students as 'Heroes' to provide peer support.

4.7. Supporting parents to help them understand and fulfil their responsibilities to report and prevent bullying, especially cyber-bullying.

4.8. Recording all incidents of bullying and use this information to evaluate the scope of bullying and the impact of actions to reduce it over time.

4.9. Involving parents of bullies and victims as appropriate

4.10. Regularly working with academy staff for early identification of students at risk

5. Appendices

5.1. Behaviours which could constitute bullying

5.2. Strategies to deal with incidents of bullying (for students, parents and staff)

5.3. Procedures to be followed at the academy if bullying occurs

5.4. Human Utopia Heroes – Job Description

Details of the academy annual programme of anti-bullying education for students and parents and the annual programme of staff anti-bully training are available on our website.

5.1 Behaviours that could be bullying

Almost anything can be seen as bullying if it meets the three tests:

- In involves an imbalance of power
- It is repeated
- It is designed to hurt or upset

Many of these behaviours are wrong in themselves, even if they don't meet the above tests, for example:

- Physical violence
- Verbal abuse
- Insulting an individual about the protected characteristics of:
    - Race
    - Sexual orientation
    - Gender
    - Disability (including learning needs)
    - Religious beliefs
- Theft, vandalism, telling lies or spreading false information
- Posting images or information about individuals online without permission
- Etc.

However, much ordinary, seemingly innocent behaviour, which ordinarily might not be a problem, can be considered bullying if they meet the three tests. For example, all of the following have been seen as bullying in certain cases:

- Comments made in the hearing of bully victims (but not directed at them)
- A group of students ignoring someone
- Mimicking facial expressions, characteristics or speech
- Gestures
- Noises
- Being overtly judgemental
- Drawings or graffiti
- Text messages
- Posts on social media
- Thoughtless 'jokes' or 'banter'
- 'Friending' and 'unfriending' on social media
- Spreading rumours
- Pushing, nudging, tripping or blocking
- Damaging individual's work

In short, if it is designed to hurt or upset and it is repeated more than once by the same person ***or*** by different people to the same victim, it is likely to be bullying and is wrong.

Sometimes problems arise because of misunderstandings between friendship groups or false messages being passed on by a third party but even this needs resolving.

5.2 Strategies to deal with bullying

There are four parts to the Cowes anti-bullying strategy:

Raise Awareness
Report it
Record the details
Respond appropriately

Raising Awareness

- Publicising this policy
- Training staff
- Human Utopia
- Prevention and Education
- Training parents
- Training students
    - How to respond
    - Why people bully

The consequences of bullying can be very serious. Possible indications of bulling that staff, students and parents can be alert to can include:

- A reluctance to attend the academy
- Sleeplessness
- Headaches/stomach aches/loss of appetite
- A change in personality/behaviours

Reporting bullying

- Telling an adult
- By email – abuse@cowesenterprisecollege.org.uk or at www.swgflwhisper.org.uk/report/cow
- Your pupils can anonymously report issues to you via SMS by texting COW + their message to 078600 21584
- Using the 'Report Abuse' button on any page on the Academy Website

Recording the details

- A personal log
- School record keeping

Responding

The academy employs a Menu of approaches to Bullying taking consideration that every situation is different and may require a bespoke approach.

<u>Strategies for Students</u>

- Tell someone immediately – even if they are not personally being bullied
- Standing up for yourself
- Standing up for someone else
- Recording incidents

Pupils should speak to an adult if they are upset by how they have been treated or if they are concerned about one of their peers. If they receive emails, texts or messages that make them feel uncomfortable, pupils should save them and show them to an adult - these

messages should not be responded to.

Strategies for parents

- Reassure your child. It is not their fault and the matter will be dealt with sensitively. Your child has done the correct thing in 'telling'
- Contact your child's Form Tutor or Year Team
- Encouraging your child to talk about bullying
- Resisting the natural urge to want to take instant action!
- Working with the academy
- Contacting the police

Please remember that your child's account is only one side of the story and the academy has a commitment to investigate all reports fully before deciding on the best course of action.

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's Head of Year immediately.

Parents have a responsibility to support the Academy's anti-bullying policy and to actively encourage their child to be a positive member of the Academy through fostering in their children, acceptable standards of behaviour, good personal relationships and respect for others.

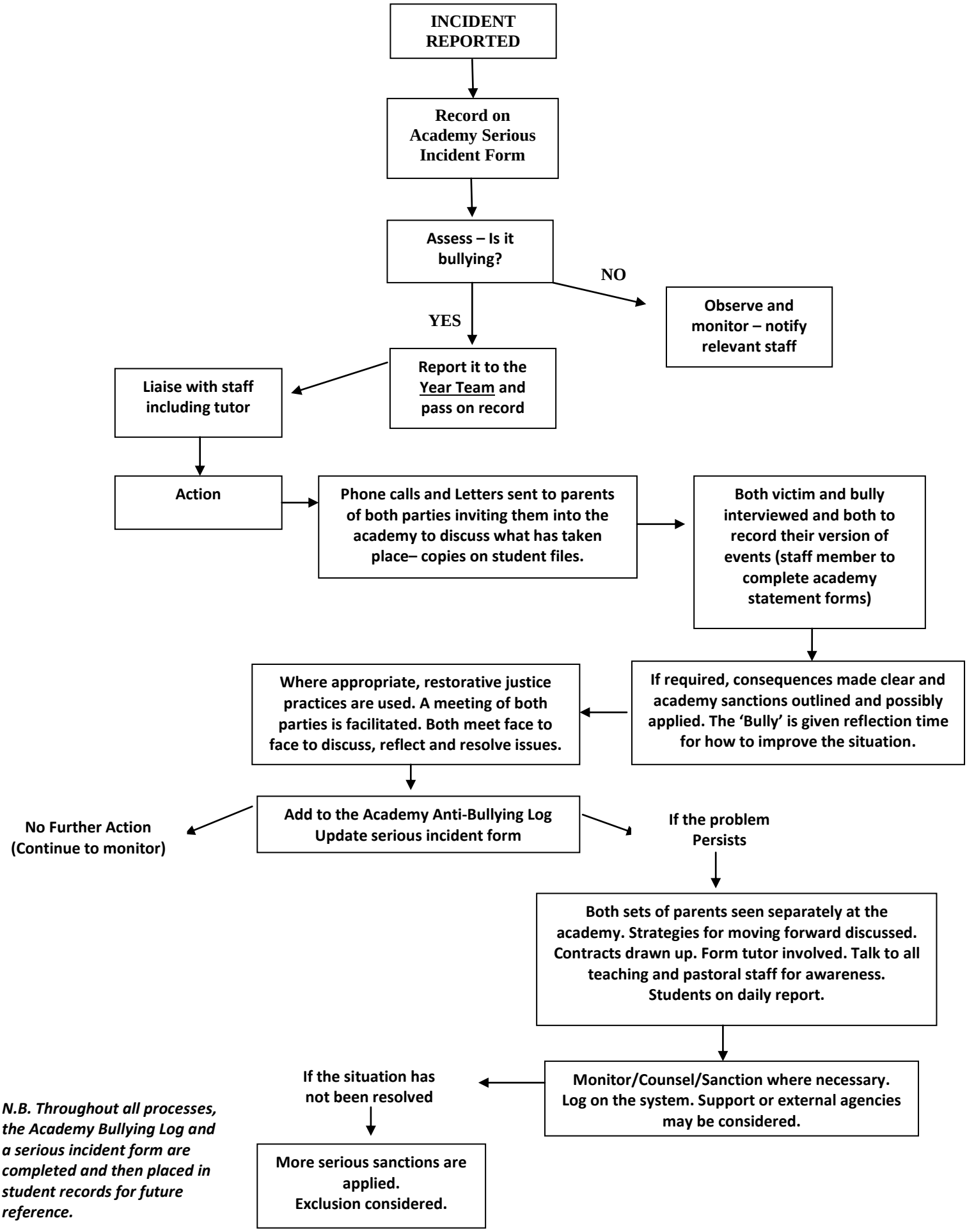
Strategies for Staff

- If a student discloses bullying to a member of staff, they deal with the matter immediately (see 5.3)
- Staff take all disclosures seriously, remembering that children can sometimes have a different perception of what may or may not be serious and all disclosures are dealt with sensitively
- If a member of staff is unsure how to proceed they should always seek advice

Strategies for the academy

- Give the victim control (to encourage reporting)
- Keep accurate records
- Talk to the bully
- No-blame approach
- Deployment of Heroes
- Empower the witnesses
- Contact with parents
- Supporting bullies
- Sanctions on the bully
    - Recording and warning
    - Involving parents
    - Detention
    - Isolation
    - Fixed-term exclusion
    - Permanent exclusion

5.3 Procedures to be followed at the academy if Bullying occurs



N.B. Throughout all processes, the Academy Bullying Log and a serious incident form are completed and then placed in student records for future reference.

5.4 HU Heroes – Job Description

1. To be eyes and ears around the academy, standing up for the rights and wellbeing of others.

2. To know what to do when you see or hear about someone being bullied or victimised.

3. To respect confidentiality except where you know about something that could cause significant harm to a young person.

4. To use your training and knowledge to support the victims of bullying in the academy.

5. To engage in the academy annual programme of anti-bullying education for students, staff and parents.

The Annual Hero programme for the Academy is available on our website