

## Anti-bullying Strategy

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at the academy.

- Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:
  - physical (hitting, kicking, theft)
  - verbal (name calling, racist remarks)
  - indirect (spreading rumours, excluding someone from social groups).
- Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying.
- The following steps may be taken when dealing with incidents:
  - If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
  - A clear account of the incident will be recorded and given to the Head of Academy
  - The Head of Academy will designate a suitable member of staff to interview all concerned and will record the incident. CCTV recordings may be reviewed in line with the CCTV Policy.
  - Parents will be kept informed
  - The Academy will follow the restorative practice principals (see earlier relevant section)
- Pupils who have been bullied will be supported by:
  - offering an immediate opportunity to discuss the experience with a member of staff of their choice
  - reassuring the pupil
  - offering continuous support
  - restoring self-esteem and confidence.
- Pupils who have bullied will be helped by:
  - discussing what happened
  - discovering why the pupil became involved
  - establishing the wrong doing and need to change
  - informing parents or guardians to help change the attitude of the pupil.
- The following disciplinary steps can be taken:
  - official warnings to cease offending
  - detention
  - exclusion from certain areas of academy premises
  - minor fixed-term exclusion
  - major fixed-term exclusion
  - permanent exclusion.

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

**DATE APPROVED: SEPTEMBER 2016**

**NEXT REVIEW DATE: SEPTEMBER 2018**