



ANTI-BULLYING POLICY

Everyone is an individual and has the right to be treated as such

Definition: Behaviour by an individual or group of people usually repeated over time, that intentionally hurts another individual or group either physically or emotionally

Safe to Learn: Embedding anti-bullying work in schools (DCSF 2007)

1.0 Aims

- To maintain an ethos that discourages bullying and unpleasant behaviour towards other children and young people in this Academy.
- To ensure that all reported incidents of bullying will be taken seriously and will be investigated by the Academy.

1.1 Bullying of any kind is unacceptable at our Academy. If bullying does occur, all children and young people should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* Academy. This means that *anyone* who knows that bullying is happening is expected to let someone know so that the bullying will stop.

1.2 Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities

If any of these things are happening to you then you are being bullied

1.4 You are not being bullied when you choose to take part in any of the above behaviours, or in squabbling and quarrels. You must not provoke other people into behaving badly towards you or anyone else.

2.0 Signs of Bullying

Children and young people who are being bullied may show changes in behaviour. These may manifest themselves in a child or young person:

- becoming shy and nervous
- feigning illness
- taking unusual absences
- clinging to adults
- lacking concentration

- truanting from the Academy
- being frightened of walking to or from the Academy
- changing their usual routine
- beginning to do poorly in Academy work
- becoming aggressive, disruptive or unreasonable
- bullying other children or siblings

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

3.0 Sanctions for bullies

3.1 What will happen to bullies will depend on individual incidents and circumstances, therefore each case will be examined individually.

3.2 Bullying will not be tolerated

3.3 These are the possible sanctions:

3.3.1 **In the first instance:** A note will be made on the 'Bully' database; bullies will be offered help and may be placed on a behaviour contract.

3.3.2 **If the bullying persists, one or a combination of the following actions will be taken:**

- Further reports will be made and filed on the 'Bully' database
- Heads of house, class teachers and form tutors will be informed
- The bully will serve a set period of detention as outlined in the Behaviour Policy
- Parents will be informed and brought into the Academy

3.4 Exclusion from the Academy is dependent on the circumstances of the bullying and will be done as a final resort. If necessary and appropriate, police will be consulted.

4.0 Who to tell

- Your class teacher or Form Tutor
- Your Year Head
- Any member of staff who you feel happy talking to or feel you can trust
- Your parent or guardian or another responsible adult
- Your friend
- **In an emergency tell the nearest adult**

5.0 When to tell

- You should tell as soon as you can
- If you can wait for break or lunch time that's fine

- If it feels more urgent to you, tell someone straight away
- Give staff time to listen and make sure they do
- Check that they understand how you feel

6.0 Contacting the Academy

6.1 Primary Site

In the first instance speak to your child or young person's class teacher. Parents/guardians can contact _____, Parental Involvement Officer, or Mrs Dolan (Learning Mentor) by letter or telephone 01274 600550 to raise concerns regarding any bullying incidents. These will be recorded and the appropriate action taken.

6.2 Secondary Site

Parents/guardians can contact Angela Peacock (Clerical Assistant) by letter, e-mail (office@wykemanor.ngfl.ac.uk) or by telephone (01274 414380) to raise concerns regarding any bullying incidents. These will be recorded by Mrs Peacock she will then inform the relevant Head of Year who will take the appropriate action.

7.0 Other key points

- You are not helping bullies by keeping the problem to yourself. Bullies need help too.
- The problem won't go away if you don't tell, and it may get worse.
- Take a friend with you if you are worried about telling a teacher – your friend may help you to do this if you feel you cannot do it yourself.
- Teachers will listen to you in confidence, but sometimes they might have to pass on certain amounts of information to get you the help you need.
- Show people who bully that you don't approve of what they do.

8.0 Advice for Parents

8.1 If you think your child or young person is being bullied:

- Encourage your child or young person to talk about it, but be patient as he/she may be distressed.
- Stay calm but show that you are supportive and working with the Academy to solve the problem.
- Avoid dwelling on sensitive issues and asking leading questions.
- Reassure your child and young person that you are sympathetic and will do something about it.
- Explain that it happens to most people at some time or another.
- Try to help him/her to see the difficulty as a problem that can be solved.
- Ask your child or young person if they can see ways of changing things.
- Talk to us about the bullying and work with us to improve the situation.
- Help him/her to develop coping strategies.

- Help everyone to keep a sense of proportion in the situation.

8.2 Do Not:

- Attempt to sort the problem out yourself by speaking to the child or young person whom you think may be the bully or by speaking to their parents/guardians.
- Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve

9.0 Policy review date

9.1 This policy and related procedures will be reviewed annually.

Adopted by Appleton Academy on

Chair of the Academy Trust Board

Principal

Review date