



ANTI-BULLYING POLICY

Author of Policy
Lucy Grenen
Assistant Principal Learning

Date adopted by Governors/Academy
December 2014

A handwritten signature in black ink, appearing to read "R. J. M.", is written over a horizontal line.

Signed on behalf of Governing Body

Reviewed
December 2014

All Saints Church of England Academy, Plymouth aims to be an inspirational community of learning, which will transform the life chances of the students and make a positive contribution to the well-being of the local community and the wider world. The Academy is rooted in Christian values including truth, justice, forgiveness, generosity and respect. The Academy aims to provide outstanding educational opportunities and experiences which will enable all students, regardless of ability and background, to bring out the best in themselves, and to make a difference for good in the world.

The Academy believes that education is about the development of the whole person, and in educating each student will endeavour to:

- sharpen the mind
- enrich the imagination
- strengthen the body
- nourish the spirit
- encourage the will to do good
- open the heart to others

This policy and the associated procedures are based on these principles, aims and beliefs.

Introduction

All Saints Academy, Plymouth recognises that *all* members of the Academy have the right to feel safe and secure. The Academy aims to prevent, reduce and effectively manage incidents of bullying. Everyone in the Academy has the right to feel free from any threat of bullying or harassment. Students should feel safe when reporting incidents, without fear of reprisals. The Anti-Bullying policy will be applied proactively, fairly and consistently to all. The aim is to effectively deal with incidents of bullying, to promote relationships of respect in order to prevent bullying and to generate a climate of trust in a caring and safe learning environment.

Purpose

Definitions of Bullying

Bullying is usually repeated words or actions, which means the victim is suffering ongoing hurtful behaviour from the bully. This could lead to a student feeling frightened, miserable and helpless while at the Academy.

There are many definitions of bullying. Most people believe it to be:

- deliberately hurtful
- repeated over a period of time
- difficult for individuals to defend themselves against
- an unequal balance of power

Bullying can be divided into the following categories:

- Verbal – insulting remarks or ridicule. This could be racist, sexist, homophobic, any words used in a sexual manner designed to hurt, threaten or cause offence. It could also include comments about size, appearance [including hair colour, odour, clothing, academic or other abilities, home life, social/financial circumstances], spreading rumours or other comments designed to be hurtful
- Cyber – as above but carried out via the internet, chat rooms, emails, mobile telephone calls, text messages, social networking sites and may include camera and video images
- Physical – assault; including pushing, tripping, slapping, kicking, hair pulling, spitting, unacceptable touching including that of a sexual nature, blocking of doorways and corridors, pinching, stabbing or burning or any other physical activity that is used in a way to make another person feel threatened or intimidated
- Interference – theft, extortion, vandalism, hiding or defacing property, blackmail or any other activity designed to intimidate or hurt another person
- Intentional psychological pressure – social exclusion, looks and glares, lying, slander, starting or spreading rumours, name calling, reorganising or pressurising friendship groups or any other activity designed to intimidate or hurt another person or incitement of others to become involved in bullying

Indicators of Bullying

The following are possible indicators that a student might be being bullied:

- becomes frightened of walking to and home from school
- starts requesting a lift to avoid walking or using public transport
- changes routines
- refuses to come to school or truants
- lacks self-esteem and confidence
- has damaged or misplaced possessions
- self-harms
- shows signs of physical abuse
- stops communicating
- becomes tearful
- has disrupted eating patterns
- becomes nervous of internet or mobile phone usage

Awareness of Bullying

All Saints Academy, Plymouth will develop the community's awareness of bullying issues through:

- vertical tutoring
- embedding SEAL in the curriculum
- mentoring; both peer and tutor mentoring
- the staff handbook
- the Academy website and VLE
- staff development and meetings
- induction procedures for new staff
- induction procedures for supply staff
- assemblies
- anti-bullying materials in Personal Development lessons
- anti-bullying awareness week
- the Academy council, Academy Ambassadors and Student Voice
- extra-curricular activities
- inter-learning family competitions
- working with PCSOs
- the student planner

Staff will ensure they provide good role models for students in their everyday engagement with staff, parents and students.

Procedure

The responsibility for dealing with bullying is shared by everyone at All Saints Academy, Plymouth.

Those who do not bully [the bystander] need to help, encourage and support those involved and must report any incidents.

Those who are bullied [the target] must be brave enough to report it.

Those who do bully need to understand the effect their actions have on others and be helped to modify them accordingly.

Adults Dealing with Bullying

Any staff observing or informed of incidents of bullying will deal with the immediate problem and pass a Student Information slip to the form tutors of all involved, outlining what has happened and what action they have taken.

The form tutors will look at the information passed on and follow the system for identified patterns or serious incidents [see Bullying Incident Report Form].

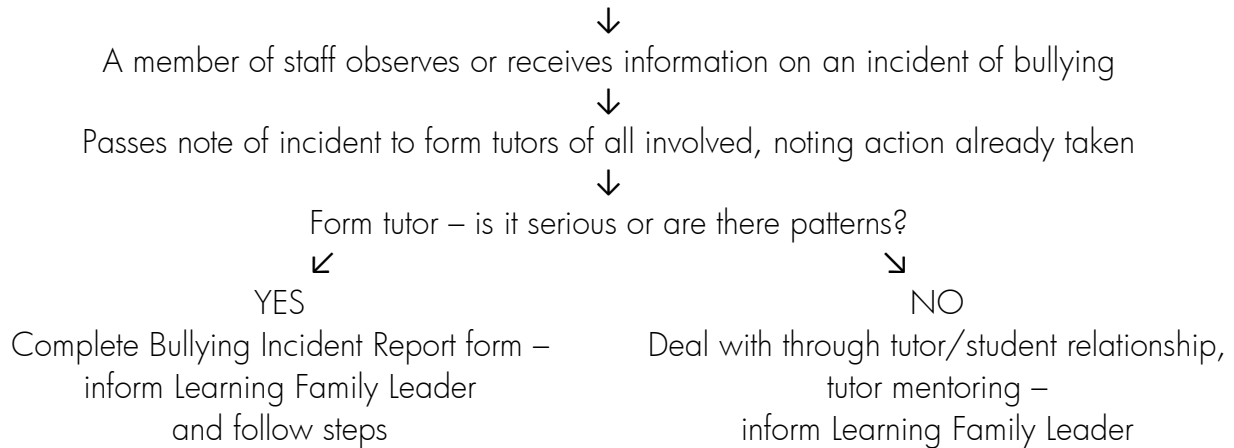
For patterns or serious incidents the form tutors should be the first contact if immediately available. If Senior Leadership Team, Learning Family Leader and Child and Family Support Managers have to be the first contact they will initiate the system and hand over the procedure to the relevant form tutors. After the initial report form tutors involved will negotiate between themselves the further operation of the system.

For all patterns or serious incidents of bullying the form tutor will ensure that the following system will apply:

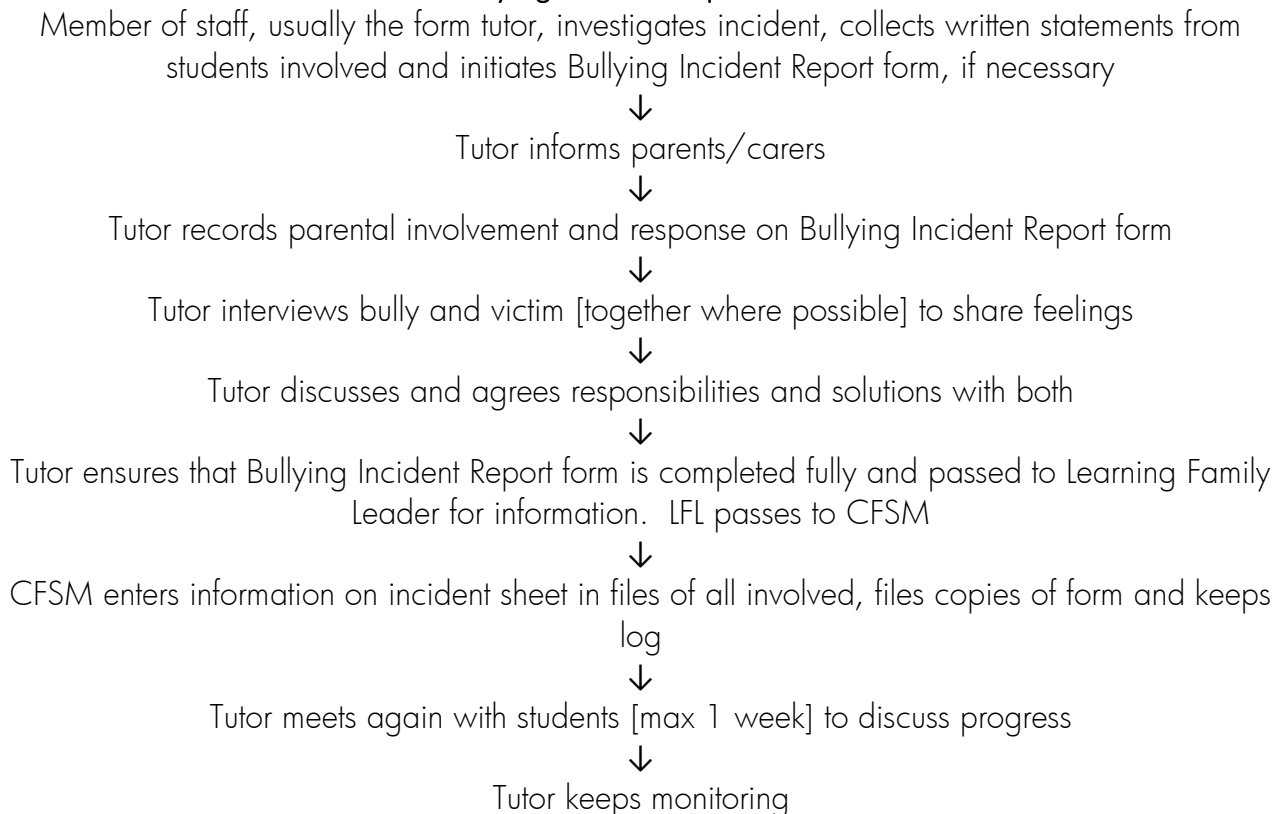
1. statements will be collected from all parties - CFSM
2. a copy of the Bullying Incident Report will be placed by the CFSM in the file of those involved [bullies and victims] and one copy filed centrally for monitoring purposes
3. parents/carers of both victims and bullies will be informed if not already involved. A copy of the letter or a note recording the telephone conversation will be placed with the incident notes on the student's file
4. share with the bully the victim's feelings } if appropriate, and
5. share with the victim the bully's feelings } only with victim's consent
4. discuss responsibilities with both
5. discuss ideas for solutions with both
6. all work on the solutions agreed
7. meet again [maximum 1 week] to discuss progress
8. keep monitoring

Incidents of severe physical assault need to be dealt with in a very different manner, but investigation into the reasons for the assault can follow this same pathway.

Reporting and Investigating Bullying



Bullying Incident Report Form



Following Incidents

ASAP will offer a range of strategies to support all those involved, including the target, bystanders and those exhibiting bullying behaviour. ASAP will help all those involved reflect and learn from the experience.

Strategies Offered by ASAP

- Care and Guidance Centre
- SIPs
- Restorative justice
- SEAL
- Anger Management
- Youth workers
- Reach for the Sky
- Mentoring
- Parent Support Adviser
- Connexions
- Education Welfare Officer
- CAMHS/TaMHS
- PCSO
- School Nurse

ASAP is committed to ongoing review and development of all our policies and procedures.

The anti-bullying policy and practices will regularly be reviewed. This will be done by:

Ongoing curriculum development and use of vertical tutoring system

Regular tutor mentoring

Student surveys in order to consider student perceptions

Training of staff and student leaders

Further assistance can be obtained from help organisations:

KIDSCAPE parent helpline 0845 120 5204

Parentline Plus 0808 800 2222

Bullying Online www.bullying.co.uk

Plymouth Children and Young People's Trust www.plymouth.gov.uk/pcypt.htm

Resources

Bullying Incident Report form

The Anti-Bullying policy should be read alongside other Academy policies.