

## Anti-Bullying Policy

The Academy places high importance on creating and maintaining a calm and safe learning environment for all pupils. It is expected that all pupils are able to learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

A zero-tolerance approach is taken towards all types of bullying. Incidents of bullying through social networking sites or any kind of cyber bullying will be dealt with in the same manner as other forms of bullying. There will be serious sanctions for pupils who are perpetrators of bullying. The Academy has a legal duty under the School Standards and Framework Act 1998, and the Independent School Standards (England) Regulations 2012 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils and to follow these principles.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Incidents may include, but are not restricted to:

- Physical (hitting, kicking, theft);
- Verbal (name calling, racist remarks, harassment);
- Indirect (spreading rumours, excluding someone from social groups);
- Coercing somebody to behave in a way which they do not want to and
- Cyber bullying.

The Academy's teaching and non-teaching staff must be alert to signs of bullying and act promptly and firmly against it in accordance with academy policy.

Pupils are routinely encouraged to report bullying at the Academy. The Academy reiterates the expectation and fosters a culture of 'telling' and 'Speak out to Stay Safe'. This extends to parents and/or carers who are encouraged to report changes in their child's behaviour or suspicions that their child is a victim of, or perpetrator of bullying.

The following steps are taken when dealing with incidents:

- If bullying is suspected or reported, the incident is dealt with immediately, or at the earliest opportunity, by the member of staff who has been approached or who has witnessed the incident;
- It is incumbent on the staff member to seek the support of a Senior Leader if it is deemed the situation cannot be resolved satisfactorily;
- A clear account of the incident is recorded and given to the Senior Leader;
- The Senior Leader will interview all concerned and will record the incident;
- All staff involved with the pupil are kept fully informed and involved;
- Parents are informed either via a telephone call, letter or a meeting, as deemed appropriate by the Senior Leader;
- Punitive measures are used as appropriate and in consultation with all parties concerned;
- Mediation and restorative approaches can be used to support pupils being bullied and the bullies and
- A Space is also available to support both categories of pupil.

Pupils who have been bullied are supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff with whom they are comfortable to speak;
- Being reassured;
- Being offered continuous support;
- Being assisted to have their self-esteem and confidence restored;
- The opportunity of referral to support services as appropriate i.e. A Space and/or
- The offer of a 'Resolution' meeting by Academy staff

Actions taken could also include:

- Discovering why the child became involved;
- Establishing wrong doing and need for change as appropriate;
- Informing parents or guardians to help change the attitude of the pupil.

When dealing with bullying, the following disciplinary steps can be taken:

- Official warnings to cease bullying behaviours;
- Detentions;
- Internal exclusion;
- Fixed term Suspensions;
- Exclusions from certain areas of Academy premises or lessons;
- Permanent exclusion.

The policy is promoted and implemented throughout the Academy. For example:

- Assemblies on Anti-Bullying are delivered
- Speak out to Stay Safe messaging

- PSHCE in all year groups delivering the anti-bullying message appropriate to the age/stage of the children

It is expected that staff respond to all reports of bullying in a sensitive and swift manner. Pupils are reminded regularly that there is a culture of communication and disclosure. There is an expectation that parents and/or carers inform Academy staff should they suspect, or know, their child is being bullied.