

Anti Bullying Policy

Hans Price Academy

January 2015

Policy statement

At Hans Price Academy we have a clear anti bullying policy that helps to make our Academy a friendly and caring place to be.

We:

- Organise the community in order to minimise opportunities for bullying, e.g. vertical tutoring and the provision of increased supervision at unstructured times.
- Use opportunities to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the SPACE programme.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Take all steps possible to eradicate online bullying and bullying by text message.
- Continue to have a firm but fair discipline structure. The rules are few, simple and easy to understand.
- Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, gender, etc.
- Encourage students to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage students to treat everyone with respect.
- Use restorative solutions to resolve bullying incidents
- We will treat bullying as a serious offence and take every possible action to eradicate it from our academy.

Implementation Date: Jan 2015

Review period: Annual

Policy last reviewed by Academy Council:

Person responsible for policy: Assistant Principal, Ethos and Behaviour

Who this policy applies to: All staff, students and parents

Background information

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive students can be drawn in by group pressure. Bullying is not an inevitable part of academy life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or student, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the academy. Online bullying is on the increase in society and this is reflected in academy, and is being addressed in a number of innovative ways.

What do we mean by bullying?

Bullying is where one or more students set out to hurt another student. This hurt can be caused by physical (hitting, punching, pushing etc) or verbal (taunting, threatening etc) aggression. Bullying can occur over a period of time or it might be a single incident. There is bullying in every school and all children can be bullies. Because we recognise this, we try very hard to do something about it. We don't have all the answers but we will try to deal with every incident that is reported to us.

Signs and Symptoms

A young person may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a young person:

- is frightened of walking to or from school or begs to be driven to school;
- unwilling to attend school or begins to truant, increased early morning illness;
- changes their usual routine or normal presentation;
- becomes withdrawn, anxious or lacking in confidence;
- becomes aggressive, disruptive or unreasonable;
- low mood, self-harms or discloses suicidal thoughts;
- stops eating;
- has unexplained cuts or bruises, torn clothing or damaged books and/or possessions;
- asks for money, starts stealing;
- starts bullying other students or siblings;
- noticeable drop in attainment levels;
- is afraid to use internet or mobile phone;
- is nervous or jumpy when an email or text message is received.

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

What do we do about it?

- We make it very clear that bullying is not tolerated at Hans Price Academy.
- This is part of the Respect for Learning Charter which is displayed in every classroom.
- We have a programme of assemblies to increase students awareness and understanding of our ethos.
- It is also part of the contract all parents sign when a student first comes to Hans Price Academy.
- We encourage students to talk to the learning mentors, teachers and the school counsellor, about any problems they have. If we don't know, we can't do anything to help.
- Students are encouraged to refer to trained Restorative Justice Champions and Cybermentors to resolve 'lower level' incidents.
- We look out for any bullying behaviour. There are staff on duty before and after school, at break and lunchtimes.
- We will take action. We will inform parents if their child is being bullied or is bullying.
- We use restorative justice to resolve bullying issues and to make sure that bullies face up to their responsibilities. On occasions we will use other agencies to support a restorative meeting, if appropriate.
- We write down every incident that is reported to us. Often it is difficult to "catch" bullies. Only by recording every incident can we build up a picture and be able to take action. An investigation will be carried out and statements collected as necessary with the intent to resolve the situation swiftly.
- We keep a log of different kinds of bullying in order to tackle each type most effectively:

Verbal/emotional – including "harassment"

Physical

Cyber bullying

Racist incidents

Homophobic incidents

Most bullying incidents are "one-off". The important thing is to help the victim to make the bully understand what the effect of their actions has been. Together parents and the academy must try to let students know that they can get along without bullying or harassing others, and that they can gain the confidence to make friends.

Good advice for a student who is being bullied:

- Tell an adult you trust what is happening.
- Get your friends to say NO to bullies.

- Stay with groups of people.
- Don't show you're upset
- If you are in real danger, get away.
- Fighting back may make matters worse.
- Be vigilant on the way to and from the academy.

What to do if you feel your child is being bullied:

Contact the College Leader and ask for feedback on the actions taken

If you are still not satisfied or the problem persists contact the Assistant Principal responsible for behaviour and ethos, who will follow up your concerns.

Any ongoing concerns can then be passed on to the Principal.

In the rare event where you are unhappy with the action taken by the academy you should follow our complaints procedure.