

Preventing Bullying Policy



This policy is reviewed and amended through analysis of parental surveys, student voice and staff feedback

1. **Statement of Purpose**

The Academy is committed to providing a caring, friendly and safe environment for all of our students, so they can learn in a calm and secure atmosphere. Bullying of any kind is unacceptable in the Academy. If bullying does occur, all students should be able to talk in confidence, knowing that incidents will be dealt with promptly and effectively. Please study our Policy with reference to Department for Education (DfE) guidance: 'Don't Suffer in Silence'.

2. **What do we mean by bullying?**

Bullying involves dominance of one student by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour. It is behaviour which is intended to hurt another person and can result in pain and distress to the victim in a physical or mental form.

Bullying is therefore:

- Deliberately hurtful;
- Repeated, often over a period of time;
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical - hitting, kicking, and taking another's belongings;
- Verbal - name calling, insulting, making offensive remarks;
- Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of hurtful rumours;

Some forms of bullying are attacks not only on the individual, but also on the group to which the victim may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying;
- Sexual bullying;
- The use of homophobic language;
- Bullying of students who have special educational needs or disabilities.

Students may become involved in bullying because they:

- want to dominate others and improve their social status
- have low self-esteem
- have a lack of remorse or fail to recognise their behaviour as a problem
- feel angry or frustrated
- struggle socially
- have been the victim of bullying themselves

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3. Bullying: The Academy's values and beliefs

The Academy's values and beliefs are that:

- All students and staff have the right to feel happy, safe and included, as outlined in the Hastings Academy Way
- Students and staff have the right to work in an environment without harassment, intimidation or fear;
- All bullying, of any sort, is therefore unacceptable;
- Students who experience bullying will be supported;
- We recognise the effects that bullying can have on students' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

As a school we aim to address the reasons why a student would bully and provide support to address these behaviours.

Our curriculum and SMSC assemblies will be used to:

- Raise awareness about bullying and our anti-bullying policy;
- Increase understanding for victims and help build an anti-bullying ethos;
- Teach students how to manage their relationships constructively with others.
- To enable students to have an input into the anti-bullying policy, assemblies and tutor programme

Poster campaigns on notice boards and in classrooms will be used to remind students that bullying is not acceptable and to tell them what to do should they feel bullied.

Our Academy Student Council offers a forum in which concerns about bullying can be discussed on a regular basis.

We provide written guidance to all our students to explain what they should do if they are being bullied, or if they see another student being bullied.

We provide written guidance for parents regarding the signs of bullying and what to do if they suspect their child is being bullied at the Academy.

Students who have been bullied should report this to their class teacher or any staff members, which include the pastoral team.

Students who see others being bullied should report this to a member of staff.

Members of staff who receive reports that a student has been bullied should report this via CPOMS and/or the pastoral team.

All reports will be taken seriously and will be followed up by a member of the Pastoral Team.

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4. Our support for students

Students will be reassured that we take all reports of bullying seriously and that the academy:

- Assure them that it was right to report the incident;
- Encourage them to talk about how they feel;
- Ascertain the extent of the problem;
- Engage them in making choices about how the matter may be resolved;
- Ensure that they feel safe;
- Discuss strategies for being safe and staying safe;
- Seek to provide the opportunity for restoration and resolution;
- Ask them to report immediately any further incidents to us;
- Interview the student (or students) involved in bullying separately;
- Listen to their version of events;
- Talk to anyone else who may have witnessed the bullying;
- Reinforce the message that bullying is not acceptable, and that we expect bullying to stop; and seek a commitment to this end;
- Affirm that it is right for students to let us know when they are being bullied;
- Adopt a joint problem solving approach where this is appropriate; students will be involved to help us find solutions to the problem. This will encourage students involved to take responsibility for responsibility for the emotional and social needs of others;
- Consider sanctions under our Academy's Behaviour to Achieve Policy;
- Advise students responsible for bullying that we will be checking to ensure that bullying stops; and ensure that those involved know that we have done so;
- Ensure that when bullying occurs, we will contact the parents of the students involved at an early stage;
- Keep records of incidents of which we become aware of and how we responded to them; CPOMS interventions under bullying)
- Follow up after incidents to check that the bullying is not repeated. We will do this within two weeks, and again within the following half term.
- If appropriate school may set up a meeting with the Community Police Officer and invite parents to attend.

When tougher measures are needed:

If necessary, we will invoke the full range of sanctions that are detailed in the Academy's Behaviour to Achieve Policy. These include:

- Withdrawal of break and lunchtime privileges;
- C3 (detention) or C4 (isolation);
- Withholding participation in school events that are not an essential part of the curriculum.
- Community Plan which sets the student clear targets around anti-social behaviour.

It also includes fixed term and permanent exclusion from school.

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5. Our responsibilities

Everyone within the Academy is expected to:

- Act in a respectful and supportive way towards one another;
- Adhere to and to promote the objectives of this policy.

Students are expected to:

- Report all incidents of bullying and suspected incidents that victims may feel afraid to report;
- Support each other and to seek help to ensure that everyone feels safe and that nobody feels excluded or afraid in school.

Parents can help by:

- Supporting our anti-bullying policy and procedures;
- Discussing with their child's tutor/pastoral team any concerns that their child may be experiencing;
- Helping to establish an anti-bullying culture outside of the Academy.

6. Bullying outside the Academy premises

Academies and schools are not responsible for bullying that occurs off the premises but we know that bullying can occur outside the Academy gates and on journeys to and from the Academy.

The bullying may be done by students from our own Academy, by students from other schools or by people who are not at school at all. Where a student or parent tells us of bullying outside of the Academy premises we will, as appropriate:

- Talk to students about how to avoid or handle bullying outside of the Academy;
- Talk to the Principal of another school whose students are bullying;
- Talk to the transport company about bullying on buses;
- Use community links to set up restorative meetings;
- Talk to the police and community team to gain external help and advice.

7. Concerns, complaints....and compliments

We recognise that there may be times when parents/carers feel that we have not dealt well with an incident of bullying - and we would ask that this is brought to the Principal's notice if the pastoral leaders have not fully completed their investigations and work to your satisfaction. If he/she cannot resolve these concerns informally, parents/carers can raise their concerns more formally through the Academy's Complaints Procedure.

We would also be pleased to receive Compliments – feedback from parents when things have gone well and is most welcome to support our drive to do our best for our students.

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8. Evaluating our Policy

We will evaluate our policy on an annual basis, taking into account the perceptions of all stakeholders.

Help Organisations:

Advisory Centre for Education (ACE)
0808 800 5793 www.ace-ed.org.uk

Children's Legal Centre
0845 345 4345 www.childrenslegalcentre.com

KIDSCAPE Parents Helpline (Mon-Fri, 10am-4pm)
02077303300 www.kidscape.org.uk

Parentline Plus
0808 800 2222 www.familylives.org.uk

Youth Access
020 8772 9900 www.youthaccess.org.uk

Bullying Online
www.bullying.co.uk

Childline
0800 1111 www.childline.org.uk

9. Policy status and review

Approval date:

May 2019