

Mark 12: Verse 31
"Love your neighbour as you love yourself."



ANTI-BULLYING POLICY

Author:	AP SEND/PP
Date adopted by Governors/Academy:	September 2017
Date of last review/amendment:	September 2017
Date of next review:	September 2020

Our Academy Vision is “Living Well Together with Dignity, Faith and Hope”. We aspire to take dignified decisions and afford dignity to all members of our community, regardless of background or circumstance. Our position as a Voluntary Aided Church Academy means that the Christian faith has a central role in all of our actions and decisions. We strive for excellence in all that we do, enabling our students to transform their lives and to hope for happy and successful futures.

Introduction

All Saints Academy will not tolerate any form of bullying, our vision is “Living Well Together with Dignity, Faith and Hope” and this translates into our everyday practice ensuring we have a zero tolerance of bullying.

The values of respect, trust, wisdom and dignity are particularly relevant and drive the ethos of this policy.

All staff strive to develop a positive, anti-bullying ethos by:

- Promoting equality and nurturing a sense of identity and belonging for all;
- Encouraging achievement and having high expectations of all pupils;
- Celebrating success in its widest sense;
- Promoting positive behaviour;
- Encouraging the active participation of pupils in decision making and school life;
- Working in partnership with parents/carers and the wider community;

Bullying is an abuse of power. It is a repeated, deliberate act of aggression which causes embarrassment, pain or discomfort to another. It takes many forms and may include physical attacks, verbal insults, extortion and theft, threatening and obscene gestures, spreading malicious rumours and deliberately excluding people from a group or activity.

Bullying behaviour is normally characterised by:

- Deliberate aggression – where someone wilfully seeks to harm another.
- A perceived imbalance of power – where those being harmed feel powerless.
- Aggression that leads to pain and distress – pain that can be physical and/or emotional.
- Action that takes place over a period of time – a single, isolated incident of aggression would not normally be described as bullying.

Examples of bullying behaviour can include:

- Writing offensive things about someone using graffiti, notes, letters
- Verbally abusing someone by name calling, making threats, using sarcasm etc.

- Physically hurting someone by pushing, shoving, tripping-up etc.
- Damaging personal property by tearing clothes, ripping books etc.
- Excluding someone by making sure they are isolated from their friends and peers.
- Inciting others to bully.
- Using technology such as text messages and email.
- Humiliating someone because they are seen to be 'different' (e.g. they wear different clothes, come from a different culture, have a different value system, follow a different religion, are lesbian, gay or transgender)

Aims

At All Saints Academy, we aim to:

- Foster a caring, supportive ethos in which bullying is not tolerated and diversity is celebrated – showing compassion and respect
- Include regular anti-bullying work within the curriculum. Working on how to resolve issues and live with disagreements
- Encourage a 'telling' culture, in which staff are entrusted to aid resolution
- Treat all reports of bullying very seriously and record and report each one
- Work in partnership with parents

Procedures

Pupils have regular opportunities to reflect on the issues surrounding bullying, both in classrooms and assemblies, and are offered opportunities to develop and practice skills for dealing with any incidents which might occur. Anti-bullying work is contained in the school programme for PSHE.

Encouraging an anti-bullying culture

We recognise how difficult it can be for pupils and parents to take action on bullying and how bullying thrives on fear and secrecy. The key messages for pupils are:

- If you are being bullied, tell someone. Don't suffer in silence.
- If you see someone being bullied, tell an adult immediately.
- Don't think that it's OK to be a 'by-stander', this can give the impression that you think that bullying is acceptable when it never is.

Pupils are encouraged to report the incident to any adult in the school setting. They may write a note to their teacher, mention it to a member of the promoted staff or have a quiet chat with a Student Support Worker or any other member of the support staff.

Managing and Recording Incidents

Reports of alleged bullying incidents can come from a number of sources including pupils, parents/carers, staff and members of the community.

Staff treat all reports of bullying very seriously and the Principal records all alleged/actual incidents of bullying in the School Bullying Incident Record. A yearly return of the number of bullying incidents is sent to the Local Authority.

When reviewing an incident we will try to establish:

- Which pupils were involved;
- The nature and the extent of the bullying and where it was taking place;
- The effects on the person(s) being bullied;
- The nature of the relationship between the perpetrator(s) of the bullying and those experiencing it;
- If there were any triggers to the behaviour
- The support and disciplinary measures required to try to resolve the difficulty.

Our priority is to restore a sense of safety and wellbeing in the person who has experienced the bullying and to encourage better behaviour from those who have perpetrated it. Some incidents are resolved quickly and reconciliation and respect can prosper. Other incidents can be very complex and demand a great deal of skill and expertise. These situations require the ability for self-control and mutual respect, even in difficult circumstances. Some incidents of bullying may require support from professionals from the Education Service e.g. GP's, clinical psychologists, social workers etc.

Sanctions

When responding to a particular incident we will consider (in line with our Behaviour and Discipline Policy):

- The nature of the incident;
- Whether there are any behavioural/learning needs which could affect an individual's behaviour towards others;
- Whether the individuals have been involved in any previous incidents;
- The duty of care to all pupils and staff.

In the first instance, when bullying has been confirmed, the bully is counselled and a sanction is enforced, which reflects the seriousness of the particular incident, e.g. written apology, restorative work. In some circumstances, bullying may result in exclusion from school.

Involving Parents/Carers

We will inform parents/carers of any incidents of bullying we are investigating.

After an incident of bullying has been confirmed we will ensure that parents/carers know:

Mark 12: Verse 31

“Love your neighbour as you love yourself.”

- The steps that will be taken to resolve the incident;
- The progress towards a satisfactory conclusion;

Staff Development

All members of staff will have access to advice and staff development as necessary, within the resources available.

Monitoring and Evaluation

This policy will be reviewed in 3 years.