

What is bullying?

Bullying is behaviour that deliberately makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time.

Bullying makes those being bullied feel powerless to defend themselves.

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse)
- Mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focusing on the issue of sexuality)

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is unwilling to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behavior
- Over affectionate
- Bed wetting
- Excessively self-critical
- Uses avoidance tactics

How can we prevent Bullying?

Bullying in any form is not acceptable. Effective bullying prevention can be in the form of:

- Developing an effective Anti-Bullying and Behaviour Policy and associated practice. The Academy will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Working within the Academy, which develops empathy and emotional intelligence (SEAL).
- Any incidents treated seriously and dealt with immediately.

Why is it important to respond to bullying?

Bullying Hurts!

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No-one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving

Bullying is a criminal act

Safeguarding

Safeguarding is everyone's business and the school takes the responsibility of safeguarding our staff and learners extremely seriously.

E- Safety

Whenever a child uses the internet it is important we are aware of this activity. E-Safety is a priority in all learning. Zip it, Block it, Flag it.

Our Academy will respond promptly and effectively to reported incidents of bullying

Responses to Bullying

Pathways of help – Appendix 1

References

Appendix 2

RESPONDING TO INCIDENTS

All reports of bullying will be taken seriously and followed up.

What pupils should do:

- Pupils who have been bullied should report this to their teacher or any other member of staff
- Pupils who witness bullying that they believe will not be reported by the victim should report this to their teacher or any other member of staff
- When incidents take place at lunchtime, they should be reported to the lunchtime supervisors
- Once the reported incident has been dealt with, pupils should report any further incident of bullying immediately

What Academy will do:

- Provide support to the victim
- The victim will be reassured that they were right to tell
- The victim will be told that action will continue until the bullying stops
- The victim's safety will be our first concern and appropriate arrangements will be made to try to safeguard this. These strategies will be discussed with the victim
- On receiving a report of bullying, the member of staff will make a judgement about the most appropriate person to deal with it based on the seriousness of the incident and the history of those involved.
- If the incident needs to be referred on this will usually be to a class teacher
- The most serious cases may be referred to a member of the management team
- Reports of bullying should be written down by the member of staff who first received the information, providing additional information as necessary
- Records of the action taken will be kept in behaviour incidence records
- Parents of the victim and bully will be kept informed

THE INVESTIGATION

- Victims, bullies and witnesses will be interviewed separately.
- Their accounts of events will also be written separately.
- Once all necessary information has been gathered, a judgement will be made about the most appropriate strategies to use. Where possible we will adopt a joint problem solving approach and ask the pupils involved to help us find solutions to the problems. This will encourage them to take responsibility for their actions and for the emotional and social needs of others.
- We will reinforce the message that bullying is not acceptable, that we expect it to stop and we will seek a commitment to this from the bully/ies. Bullies will be made aware that we will be checking to ensure that the bullying has stopped and the likely consequences should it not do so.
- Parents of victims and bullies will be contacted and kept informed.

BULLYING OUTSIDE THE SCHOOL PREMISES

- Schools are not responsible for bullying that occurs off the school premises. However, in the interests of all pupils, we reserve the right to deal with incidents involving our pupils on the way to and from school. In the case of bullying by pupils from other schools or by people who are not at school at all we will work with other agencies to help them deal with it. This may include the headteacher of another school, and the police.

ADVICE FOR PARENTS AND PUPILS

Parents can help by:

- Supporting and promoting our anti-bullying policy and procedures in discussions with their child
- Discussing with their child's teacher any bullying concerns they may have about their child and working with the school to resolve them
- Helping to establish an anti-bullying culture outside of school

Pupils are expected to:

- Report all incidents of bullying
- Report suspected incidents that victims may be afraid to report
- Support each other and work with school staff to ensure that everyone feels safe and nobody feels excluded or afraid in school.

PATHWAYS OF HELP

Child is bullied

Step 1

Student personally approaches:
Buddy/Peer Mentor
Class Teacher
Non Teaching trusted member of the Academy community
Support Staff

If continues

Step 2

Student meets with class teacher
Discussion on the facts
Suggested ways forward
Short review time

If continues

Step 3

Discussion/Interview with all parties
Will use: suggested and agreed actions/strategies
Parents informed
Short term review

If continues

Step 4

Senior member of staff directs to a variety of help strategies delivered by 'trained' personnel e.g.

- Restorative justice
- Mediation/counselling
- Anger management training & self help
- Peer Mentor/Buddy support
- External Agencies – Connexions
- Circle of friends

If continues

Step 5

Headteacher and Chair of Governors inform/seek advice.

Appendix 2

Support Agencies

Kidscape

www.kidscape.org.uk

02077303300

Childline – advice and stories from children who have survived bullying

08000 1111

Bullying on line

www.bullying.co.uk

Parentline Plus – advice and links for parents www.parentlineplus.org.uk

08088002222

Parents Against Bullying

01928 576152

Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary Academics www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary Academics by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents