



# Norton Primary Academy

## Anti-Bullying policy

<b>Date Approved by the Trust Board:</b>	October 2017
<b>Date Confirmed by Governing Board</b>	
<b>Next Review Date:</b>	September 2020



# THE GRANGEFIELD ACADEMY ANTI-BULLYING POLICY

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by students. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at schools.

## Statutory duties of schools

Principals have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring those procedures to the attention of staff, parents and students. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside of the academy, where it is reasonable to do so. Academies also have a duty to 'safeguard and promote the welfare of students' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by students ('Safe to Learn' DCSF 2007).

## Scope of this policy and links to other policies

This policy includes:

- Bullying of students by students within the academy
- Bullying of and/or by students outside of the academy, where the academy is aware of it
- Bullying of staff by students within or outside of the academy

Allegations about bullying of students by staff will be dealt with under the academy's Safeguarding Policy.

This policy has links to the following academy policies and procedures:

- Equality and Diversity Policy
- Behaviour for Learning Policy
- Acceptable Use Policy (internet Safety)
- Safeguarding (Child Protection) Policy
- Complaints Procedure

## Consultation

This policy has been developed in consultation with students, parents/cars and academy staff.

## Definition

"When a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- Physically and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- 'Badly different', alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for him/herself

It could be bullying.

When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this is bullying.

If someone is made to feel like this, or if they think someone they knows feels like this, it should be investigated. This should happen straight away as it can take a long time to build up the courage to tell. However, lots of things can make people feel bad, sometimes it depends on the situation we are in, and it is not always bullying – so we think the following definition, adapted from one written by the Anti-bullying Alliance, is also useful:

Bullying is any behaviour by an individual or group that:

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- Happens more than once-there will be a pattern of behaviour, not just a ‘one-off’ incident
- Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

It can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, offensive remarks
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. texts, emails, picture/video clip bullying, Instant Messaging (IM)

**Where individuals or groups bully different people this will be seen as a pattern of bullying behaviour and treated as such.**

This academy recognises that bullying is motivated by prejudice is a particular concern, for example, racist, sexist and homophobic bullying related to perceptions about disability and/or special educational needs. All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying. Further details of our commitment to this can be found in our Equality and Diversity Policy.

### **Identifying and reporting concerns about bullying**

All concerns about bullying will be taken seriously and investigated thoroughly. Students who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from the academy.

Academy teaching and ancillary staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. Students who are bullying others also need support to help them understand and change their behaviour.

Students who are aware of bullying (‘bystanders’) can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All students will be encouraged to report bullying by:

- Talking to a member of staff of their choice
- Completing a ‘bullying concern’ form and placing it in the box in the Library
- Contacting local and national support agencies for advice/support

Staff who are being bullied will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and support the academy in tackling it. Trying to resolve bullying with students or their families can lead to problems escalating.

## **Responding to reports about bullying**

### **Academy**

The academy will take the following steps when dealing with concerns about bullying:

- if bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it
- A clear account of the concern will be recorded in the anti-bullying log
- Heads of Schools will be informed and if it persists the Heads of Schools will advise the appropriate subject teachers
- Parents and other relevant adults will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties involved

### **Students and Staff**

Students and staff who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- providing reassurance that the bullying will be addressed
- offering continuous support

Students who have bullied will be helped by:

- discussing what happened
- discovering why the student became involved
- establishing the wrong doing and need to change
- informing parents to help change the attitude of the student
- the use of specialist interventions and/or referrals to other agencies

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of the academy premises
- Minor fixed-term
- Major fixed-term
- Permanent exclusion

### **Preventative measures**

The academy will:

- Raise awareness of the nature of bullying through inclusion, Learning Guide time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour
- Participate in national and local initiatives such as Anti-bullying week
- Consider the use of specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate, subject to available resources

### **Promotion of this policy**

The policy and methods for reporting bullying concerns will be promoted throughout the academy.

### **Monitoring, evaluation and review**

A senior member of the academy staff will be identified to lead on the implementation of the policy and act as the link person with the local authority. Statistical information will be provided to the local authority as required. The academy will review the policy annually and assess its implementation and effectiveness.