

DE LACY ACADEMY ANTI BULLYING POLICY

Amended Date: May 2016 AW

Review Date: May 2017 AW

Anti Bullying Policy

(In conjunction with the Academy engagement and Progression Policy)

This policy was formally adopted by *De Lacy Academy* in September 2016

The renewal date for this policy is: November 2017

Context

The overall aim of the Academy is to have an educational community which promotes and provides excellence in teaching, learning, relationships and opportunities, through high expectations and adherence to traditional values.

Therefore all members of the *De Lacy Academy* have a right to feel welcome, secure and happy.

Pupils should expect to learn in a supportive and caring environment without fear of bullying.

Bullying is antisocial behaviour and affects everyone. Any form of bullying is totally unacceptable in the academy. However, human nature being as it is, despite our culture of zero tolerance towards this issue, there may be some instances of students attempting to bully each other within the Academy - often as a result of off-site situations or incidents. Therefore, we aim to deal with any bullying complaints firmly, fairly and promptly.

We treat bullying as a serious offence and take every possible action to keep it to a minimum.

Our Aims

- To create an environment where bullying is not tolerated.
- To ensure that all pupils are aware of their rights and responsibilities and know how to seek help if those rights are being violated.
- To encourage pupils to work well, develop good relationships and offer each other mutual support and respect.
- To encourage pupils to behave in a respectful and positive way to one another.
- To raise awareness and equip pupils to deal with bullies through PSHE programmes, assemblies, pastoral team members and peer supporters.
- To review and monitor the effectiveness of our anti-bullying policy annually.
- To use the Restorative Practice approach to bullying to give all involved a voice and to feel heard.
- To deal with all instances of bullying as rapidly and thoroughly as possible.

Our Definitions

Bullying – unwanted, aggressive behaviour amongst that involves a real or perceived power imbalance. The behaviour is repeated or has the potential to be repeated, over time. Bullying may lead to serious, lasting problems.

Bullying can be:

- **Physical** – tripping, pushing, kicking, hitting, pinching, any form of violence, threats, spitting, taking or breaking a person's things, making mean or rude hand gestures.
- **Verbal** – name calling, sarcasm, spreading rumours, inappropriate sexual comments, taunting, threatening to cause harm, persistent teasing.
- **Social** – Spreading rumours, leaving someone out on purpose, embarrassing someone or telling others not be friends with a person.
- **Racist** – racial abuse, graffiti, gestures.
- **Sexual** – unwanted physical contact, abusive comments.
- **Damage to property or theft** - demanding possessions, money, deliberately damaging belongings.
- **Homophobic** – taunts, graffiti, gestures relating to the sexual orientation of a person
- **Cyber** – sending threatening or abusive text messages, emails or images. Writing abusive or negative things about people on line.

Signs of being bullied

- Unwillingness to come to school or regular illness.
- Withdrawn, isolated behaviour or a change in behaviour.
- Complaining about missing possessions.
- Refusal to talk about problems.
- Being easily distressed.
- Damaged or incomplete work or work not completed to the usual standard.
- Setting off for school particularly early or late.
- Tearfulness, depression.

What to do as a pupil

- Report the bullying to a member of staff; your Form Tutor, Head of Year or a member of the behaviour team are all ideal people to speak to as they will pass the information to the right people who will then act on it.
- Tell yourself that you do not deserve to be bullied and it is wrong.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends, there is safety in numbers.
- Be assertive – make it clear that you want the bullying to stop.
- Walk away and report the bullying to an adult or peer straight away.
- Be proud of who you are and what you stand for.
- If you know that someone else is being bullied – take action – tell an adult.

What to do as a parent/carer

- Be aware of signs of bullying in your child.
- Talk to your child about their school day.
- If you feel that your child may be a victim of bullying inform the Academy immediately.
- Reassure your child that there is nothing wrong with him or her and it is not his or her fault that they are being bullied.
- Make sure that your child is not afraid to ask for help at the Academy.

What the Academy will do

- Take all bullying problems seriously.
- Investigate incidents as thoroughly and promptly as possible through the obtaining of statements and other information from witnesses and participants.
- Ensure that bullies and victims, in the first instance, are interviewed separately.
- Keep records of reported incidents
- Encourage the bully and the bullied to agree a resolution.

- Impose appropriate sanctions
- Inform parents/carers of bullies and bullied of serious incidents.
- Provide a clear strategy for managing future incidents.
- Provide access to adult support, as appropriate.
- Promote a zero tolerance of this issue within the student and staff body.

Academy activities which tackle bullying

- Assemblies
- Tutor group activities
- Safety and wellbeing covered during/ programmes
- Displays
- Liaison with external agencies

Monitoring and Evaluation

This policy is monitored and evaluated through regular pastoral reviews and through consultation with the Governing Body.

The following performance indicators are used to evaluate the policy within the context of the pastoral support given to all students and staff.

- Behaviour at the Academy
- Levels of punctuality and attendance
- Good manners and consideration for others
- Levels of exclusion
- Police referrals
- Referrals through the pastoral support programme for agency involvement
- Feedback from students and parental questionnaires.