



Anti-Bullying Policy

DOCUMENT CONTROL TABLE			
Document title:	Anti Bullying		
Author (name & job title):	Miss Kim Walton, Principal – Astrea Academy Sheffield		
Version number:	V1		
Academy/Trust?	Academy	Approved/Adopted?	Approved
Date approved/Adopted:	YET TO BE APPROVED (SEPT 2018)		
Approved by:	LECC		
Date of review:	September 2021		
Document History			
Version	Date	Author	Note of revisions
V1	Sept 2018	K. Walton	Original document

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our academies. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly, severely and effectively. We are an anti-bullying academy. This means that anyone who knows that bullying is happening is expected to inform members of staff.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

School bullying can be defined as ***“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”***

Reference: The Anti-Bullying Alliance 2017 www.anti-bullyingalliance.org

2017

Bullying can be, but not limited to:

- **Emotional:** Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force, isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion
- **Verbal:** Name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- **Physical:** Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** Racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- **Homophobic:** Because of, or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable
- **Verbal:** Name-calling, sarcasm, spreading rumours, teasing, abuse and threats.
- Ridiculing an individual.
- **Cyber:** All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities
- **Indirect** – can include the exploitation of individuals

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Each person has a responsibility to respond promptly and effectively to any issues of bullying.

Objectives of this Policy

- To fulfil the academy's statutory responsibility to respect the rights of children and to safeguard and protect their welfare
- All governors, teaching and associate staff, pupils and parents should have an understanding of what bullying is
- All governors and teaching and associate staff should know what the academy's policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the academy's policy is on bullying and what they should do if bullying arises
- As an academy we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- To address the problem of bullying through the implementation of the whole academy policies and procedures
- To raise awareness among staff, pupils and parents/carers about the issue of bullying to create an environment where bullying is seen as unacceptable
- To be proactive in the prevention of bullying
- To make staff, pupils and parents/carers aware of what actions to take when an incident of bullying has occurred
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies implemented when bullying has occurred
- To address the behaviour of the bullies with them in a fair manner in line with the academy's behaviour policy and to provide guidance and support so that they can change their behaviour
- To ensure that victims of bullying are fully supported through an individualised plan including extra supervision and monitoring

Staff Responsibilities

Staff

All staff will be made aware of the academy's stance on bullying through academy staff meetings, staff training and INSET. Staff will be encouraged to apply the anti-bullying policy consistently when episodes of bullying are witnessed by them or reported to them. Staff will regularly reinforce the message to pupils that bullying is unacceptable and will take positive action to prevent it.

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action and to refer to form tutor/member of SLT appropriate
- To record on the events log and in the racist/homophobia record if appropriate
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the relevant academy and relevant agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective

Pupils

The issue of bullying will be raised with pupils on a number of levels including the following:

- Whole academy level – through assemblies and key events where pupils will be informed about the anti-bullying policy, the procedures and the measures that will be taken if pupils bully one another. Anti-bullying assemblies will take place at regular intervals throughout the academic year.
- Tutor – through the tutor and STaRS programme where anti-bullying lessons enhance the anti-bullying assemblies that take place during designated weeks. Tutors and teachers of STaRS will also support pupils after disclosures of bullying are made either directly to staff or via the pupil reporting system on the academy website. Other areas of the curriculum e.g. drama, will also address the issue of bullying

Signs and Symptoms

A pupil may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a pupil:

- is frightened of walking to or from their academy
- doesn't want to go on their academy / public bus
- begs to be driven to the academy
- changes their usual routine
- is unwilling to go to the academy (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly on academy work
- comes home with clothes torn or books damaged

- has possessions which are damaged or 'go missing'
- asks for money or starts stealing money (to pay bully)
- has lunch or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home hungry (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Hate Crime and Bullying

Definition

In accordance with the Police and the Crown Prosecution Service, the definition of hate crime is ***“any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person’s race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.”***

There is a distinction between a hate crime and a hate incident. A hate incident is ***“any incident in which the victim, or anyone else, thinks is based on someone’s prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.”*** However, a hate incident does not necessarily break the law. Where a hate incident amounts to a criminal offence and is based on one of the five protected characteristics, it is known as a hate crime.

The type of conduct that will be considered as a hate incident is wide ranging and includes the following:

Verbal abuse; harassment; bullying or intimidation; physical attacks; threats of violence; hoax calls, abusive phone or text messages, hate mail; online abuse; displaying or circulating discriminatory literature or posters; graffiti; arson; throwing rubbish in a garden; malicious complaints.

Reference: The Anti-Bullying Alliance 2017 www.antibullyingalliance.org.uk

Procedures

- Report bullying incidents to teaching staff/tutor or member of SLT
- In particular cases of bullying, the incidents will be recorded by staff in the academy

- In particular cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may take place.
- Assertive training
- Counselling (Tutor/SLT)
- Use of report
- Involvement of external agencies
- Monitoring by Tutor/SLT
- Peer support/peer mentoring
- Formal recording (racism/homophobia)
- Use of behaviour contract
- Liaison with parent/carer/social worker
- In serious cases, suspension or even exclusion will be considered
- If possible, the pupils will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Consequences

Low level incidents of bullying will be resolved by Tutors. A second low level incident will automatically mean the Tutor will take further action which may include any of the following:

- Talking to both parties involved
- Eliciting an apology, verbal or written from the perpetrator of the bullying to the victim
- Detention
- Contacting parents/carers
- Removal of break or lunch time of the perpetrator
- Placing on report card to monitor behaviour
- Asking another adult to mediate between the bully and the victim
- Intervention Programme delivered to the perpetrator and/or the victim
- Referral to SLT for further action

Prevention

We will use methods for helping children to prevent bullying. As and when appropriate, these may include:

- following the behaviour system
- utilising Peer Mentor support
- signing a behaviour contract
- having discussions about bullying and why it matters with a Teacher, Tutor or SLT
- meeting with parents/carers or other outside agencies
- involving social workers or the education psychologist

Parents and Carers

Parents/carers and pupils will be regularly consulted about their views on the effectiveness of anti-bullying strategies at the academy. A sample of parents/carers are surveyed at Parents' Evening..

Evaluation

Data gathering and analysis of the data from all stakeholders will be used to inform the development of future anti-bullying strategies and initiatives. The Anti-Bullying Policy will be reviewed every three years by the Designated Safeguarding Lead, the Deputy Designated Safeguarding Lead and members of the Pastoral team. The safeguarding team coordinate a whole-school approach to anti-bullying.

Documentation

All episodes of bullying reported to staff either verbally, written or by using the reporting system on the Academy website will be recorded by designated staff on a confidential database.

Recording

Incidents of bullying with a racist, faith targeted, homophobic, bi-phobic or transphobic content will be recorded on a database.

Reporting

If a hate crime has been committed, this would be reported to the police. For hate incidents where a crime has not been committed, perpetrators will be sanctioned in accordance with MEA's Behaviour Policy and an intervention programme undertaken.

If an incident raises concerns about a pupil's welfare, behaviour or circumstances including expressing extremist ideas/terminology, the Designated Safeguarding Lead or Deputy Designated Safeguarding Lead may complete a referral to the PREVENT team after investigation. PREVENT is one strand of the UK's overall counter terrorism strategy, known as CONTEST.

24 Hour Switchboard for PREVENT Sheffield

Tel: (0114) 2716310

Review and Reporting

Recording of incidents, intervention and implementation of the anti-bullying policy will be quality assured by the Designated Safeguarding Lead and the Vice Principal.

An anti-bullying report is submitted to the LECC by the Deputy Designated Safeguarding Lead on an annual basis

It is intended that the Academy will apply for recognition for its anti-bullying initiatives through a National Bullying Intervention Award for schools and organisation such as the B.I.G (Bullying Intervention Group) Award.

The anti-bullying policy will be reviewed every 3 years.

Helpful Organisations:

Advisory Centre for Education (ACE)

By phone: 0300 0115 142

By Email: enquiries@ace-ed.org.uk - for general enquiries about ACE and its services

Children's Legal Centre <http://www.childrenslegalcentre.com/>

KIDSCAPE Parents Helpline

By phone: 020 7730 3300

By phone: 020 7823 5430 (Mon-Tues, 10am-5pm)

Parentline Plus

By phone: 0808 800 2222

Youth Access

By phone:: 020 8772 9900

By Email: admin@youthaccess.org.uk

Bullying Online www.bullying.co.uk