



Ark All Saints Academy

Anti-Bullying Policy

Successfully dealing with bullying

1 INTRODUCTION

Bullying has absolutely no place in Ark All Saints Academy. We need to care for all parties involved in the incident - the victim and the perpetrator. Both need support and help in order to deal with the experience. It is our view that bullying is best resolved when the victim feels that they have power and control over the situation. Empowering them is a life- lasting solution rather than punishing the perpetrator. As an academy we say 'No' to bullying and will always support the victim to feel safe and secure. We will do what it takes to ensure all our members feel safe and will work with all scholars to build their confidence as we believe this is the essential element in reducing the occurrences of bullying.

If the perpetrator persists in causing harm after support, counselling and sanctions - whether that is mental, physical or emotional harm - then ultimately they will be asked to leave the community.

2 AIMS OF THE POLICY

- To ensure that scholars learn in a supportive, caring and safe environment without fear of being bullied. 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 scholars be able to fully benefit from the opportunities available at the academy.
- To assist in creating an ethos in which attending Ark All Saints Academy is a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable at Ark All Saints Academy. To enable everyone to feel safe and to encourage scholars to report incidents of bullying.
- To deal with each incident of bullying effectively, taking into consideration the needs of all parties and of our community, and, as a result to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the Academy community.
- To ensure all members of our community feel responsible for helping reduce bullying.

3 OBJECTIVES OF THE POLICY

- Evidence that our whole community has ownership of the academy Anti-Bullying policy.
- To maintain and develop effective listening systems for children and staff within Ark All Saints Academy.
- To involve all staff in dealing with incidents of bullying effectively and promptly.
- To equip all staff with the skill and information necessary to deal with incidents of bullying.
- To involve the wider community in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider academy community on the subject of bullying.
- To acknowledge the key role of every staff member in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- To promote emotional health and wellbeing across the whole academy/setting and for all members of our community to role-model this in all situations.

4 BULLYING

4.1 The definition of bullying:

A bully is an individual who tends to torment others either through verbal harassment or physical assaults, or through more subtle methods of coercion.

Bullying is the repeated intimidation of others by the real or threatened infliction of **physical, verbal, written, or emotional** abuse, or through attacks on the property of another.

It may include, but not be limited to, actions such as verbal taunts, name-calling and put-downs, including ethnically-based or gender-based verbal put-downs, and extortion of money or possessions. It may also be Sexual or homophobic.

Cyber bullying is bullying through the use of communication technology like mobile phone text messages, e-mails or websites. This can take many forms, for example:

- Sending threatening or abusive text messages or e-mails, personally or anonymously.
- Making insulting comments about someone on a website, social networking site (eg: Facebook) or online (blog or YouTube) Making or sharing derogatory or embarrassing videos of someone via mobile phone or email (such as “Happy Slapping” videos).

The sending and receiving of sexually inappropriate images or messages, using a mobile phone or the internet. It is illegal for children under the age of 16 to do this and will be referred to both the police and social care. An investigation will be undertaken and appropriate action taken. It is illegal for a scholar to retain a sexually inappropriate image of another scholar and show it to other scholars. Again, this will result in a referral to the police and social care. It is likely that any scholar doing this will be excluded for a fixed period.

As a new academy we are able to establish very clear guidance and responses to bullying, and with only small numbers of scholars we can establish a healthy, stress-free environment with zero tolerance of poor behaviour.

4.2 We will communicate our values through:

- Assemblies
- Coaching sessions
- Scholar Forum
- Pastoral tutor sessions
- Modelling our behaviour and language towards each other

At Ark All Saints Academy we will deal with bullying in the following ways:

4.3 To prevent bullying:

- Be supportive of each other
- Provide positive role models
- Convey a clear understanding that we disapprove of unacceptable behaviour
- Be clear that we all follow the rules and shared values of Ark All Saints Academy
- Be fully involved in the development of the Anti-Bullying Policy and support anti-bullying practice

4.4 Implementation of the policy

4.4.1 To support the person who has experienced the bullying:

1. Get incident reports for all involved
2. Talk through issues with the 'victim'
3. Be aware that there is often more than one side
4. Read files of the scholars to gain an overview
5. Give the 'victim' several options:
 - We do nothing
 - Adult speaks to 'person accused of the bullying' without 'victim' present
 - 'victim' speaks with 'person accused of the bullying' with adult present
 - 'victim' speaks with 'person accused of the bullying' by themselves
 - Ask the 'victim' what they would like the outcome to be and what sanction they feel should be applied - they normally just want the person to apologise

6. The 'victim' is told that if and when this continues (it will probably happen a second time as scholars will try it on) it is imperative that they tell the adult - it is at this point that we apply a sanction
7. Inform all parents
8. A write up of the incident is placed in files

4.4.2 To support the person accused of the bullying

1. Talk through what they believe happened
2. Ask them if they have ever been victims of this behaviour
3. If not, they can imagine how it feels
4. Adult must make it clear that everyone has the right to feel safe, secure and valued on site / any re-occurrence must have the consequences explained
5. Support is discussed
6. Parents informed
7. Support requested as necessary
8. Write up is placed in files

4.5 Examples of disciplinary measures

- Explanation why the behaviour is inappropriate
- Major fixed term exclusion
- Time away from desired activity
- Permanent exclusion
- Meeting with staff , child and parents
- Pastoral support plan
- Official warnings
- Minor fixed term exclusion
- Correction
- Exclusion from certain areas of play
- Restorative justice meeting

POLICY INFORMATION

Named personnel with designated responsibility for Anti-Bullying Policy

Academic year	Designated Senior person	Deputy Designated Senior person	Nominated Governor	Chair of Governors
2013-2014	Lucy Frame			Peter Martin

Policy review dates (frequency of review: every year)

Review Date	Changes made	By whom
July 2013	Policy created	Lucy Frame
July 2015	Reviewed – No changes	Lucy Frame

Ratification by Governing Body

Academic year	Date of ratification	Chair of Governors
2013-2014	July 2013	Peter Martin

Dates of staff training for this academic year

Dates	Course Title	Staff