

ANTI-BULLYING POLICY

Signed *Fred Corbett*.....

Designation *Chair of Governors*

Date 24th November 2016

Reviewed at the Governors' Standards & Learning Committee 10/11/2016
Ratified at the Local Governing Body 24/11/2016

The next date for review of this policy is once every 3 years (Nov 2019)

The Open Academy provides a learning environment for students where they feel safe, secure and cared for and operates a Positive Behaviour Policy. The Academy recognises and rewards good behaviour which is underpinned by our core values. All students are given appropriate advice and support to help them change their underlying behaviour or develop strategies to deal with specific problems. We work positively with all stakeholders to overcome any behaviour issues and concentrate on behaviour for learning.

The Academy takes the issue of bullying seriously. We aim to provide each student with a safe learning environment in which they become successful students and reach their potential educationally, socially, physically and emotionally.

This policy reflects our commitment to reduce bullying and enhance student's opportunities in our Academy.

AIMS

The aims of this policy are to:

- Clarify the Academy's position and procedures on dealing with bullying
- Recognise, reduce and, wherever possible, eradicate instances in which students or staff are bullied.
- Establish appropriate means for dealing with bullying
- Promote strategies for dealing with incidents of bullying to all members of our community.
- Raise awareness and allow students to consider and discuss key issues through the curriculum

DEFINITIONS OF BULLYING

We consider that bullying is **repeated, deliberate** behaviour that makes another person feel threatened, distressed, hurt or upset. Occasionally the distress caused may not be consciously intended by the perpetrator, this will depend upon the perpetrator's age and ability to understand the consequences of their behaviour.

Definition of Prejudice Related Incidents

A **racist incident** is any incident which is perceived to be racist by the victim or any other person.

A **disability related incident** is any incident which is perceived to be so by the victim or any other person.

A **homophobic related incident** is any incident which is perceived to be homophobic by the victim or any other person. Furthermore, the victim does not have to be lesbian, gay or bisexual to experience homophobic bullying, but may be targeted because they are perceived to be gay, or because a member of their family is gay, for example.

Forms of Bullying and Prejudice Related Incidents

Verbal (Name-Calling, Taunting, Mocking)

This covers name-calling, insults, threats and prejudice related 'jokes'; and incitement of others to behave in a prejudiced way. It also includes ridicule of a person's appearance, speech/accent, background, religion, culture; the regular use, consciously or unconsciously of offensive and discriminatory language. An example of this would be the 'casual' use of homophobic language such as the use of gay to mean stupid. Staff will challenge all such derogatory language.

Written

This includes offensive writing, drawings, emails and text messages as well as items posted on the web, including social networking sites.

Graffiti

This includes offensive writing and drawings in public places and anywhere in the academy such as walls, desks, and toilets.

Physical

This includes a range of violent actions involving hitting, kicking, and the use of weapons, pushing, shoving or tripping someone.

Intimidation/coercion

This includes making fun of children and adults, offensive gestures, mimicry, intimidating body language and obstruction, for example when entering a academy classroom or within the academy environment, as well as making someone do or say something against their will.

Extortion

Extortion specifically relates to forcing someone to give up something they own, or have in their custody, such as money, personal possessions or academy property.

Personal possessions taken or damaged

This includes deliberately damaging or breaking a person's property, spoiling or destroying a piece of work, hiding a student's bag, pens, shoes and other personal property or the academy's property that is in the possession of or being used by the victim.

Isolation, being ignored or left out

This includes a refusal to sit next to or work with another child, for example, in working groups, lunchtime queues, and activities.

Spreading rumours

The spreading of rumours and/or malicious gossip, particularly with the intention of causing hurt to those named in the rumours.

Cyber (Email, Internet, text)

Cyberbullying is the use of Information Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else. As such, technology is often the vehicle for the bullying, and therefore spreading rumours, for example, may be done via the internet, and would therefore be both 'Spreading rumours' and 'Cyber.'

Other prejudice related incidents

This includes the wearing of specific badges, T-shirts carrying slogans or bringing discriminatory literature into the academy; attempting to recruit others to organisations and groups that promote any form of prejudice.

Normal Peer Conflict or Bullying?

The harm caused by bullying/prejudice must not be underestimated. It can cause considerable stress to children, to the extent that it affects their health and development.

At the Open Academy we uphold the protected characteristics for equality (Equality Act 2010).

The relevant Protected Characteristics are as follows:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

At the Open Academy, we will raise the awareness of all students regarding bullying and the procedures that we will use to address any issues. The core values and Student Voice are key aspects of the life of the Academy, and we will involve students in the development, implementation, monitoring and evaluation of this policy.

PROCEDURES

At the Academy students are encouraged to report incidents using the following systems:

- Tutor
- Inclusion Co-ordinators/Pastoral Leaders
- Inclusion Team
- Any member of staff in whom a student feels confident to invest their trust

If a bullying incident is reported the Academy is committed to acting promptly, consistently and sensitively.

A range of strategies and sanctions are available to the Academy and will be employed in the event of an incident being reported. These include:

- Support and counselling offered to the victim and bully
- Restorative approach
- Recording and monitoring of incidents
- Parental involvement
- Peer support
- Withdrawal of privileges
- Time in the Inclusion Base
- Individual Behaviour Plans developed and monitored
- Multi professional team involvement and / or outside agency involvement
- Academy Governors
- Fixed term or Permanent Exclusion in extreme cases (actual and serious physical and or psychological threat and actions)

INTERVENTION

Bullying allegations will be investigated and dealt with by:

- *B1** Investigation by the Inclusion team and mediation offered. Victim given strategies to deal with any future difficulties.
- *B2** Parents are informed. Sanctions may be applied. Restorative approach is offered.

***B3** A Contract is drawn up. Severe consequences are written into the Contract.

*only can be entered on Sims by the Inclusion team

Issues around bullying are addressed both explicitly and discreetly through the work of the Inclusion Team and within the PSHCEE curriculum. This contains work on:

- Raising self-esteem
- Peer influences
- Assertiveness
- Relationships
- The law – anti-social behaviour, harassment
- Rights and responsibilities
- The Behaviour for Learning system

Issues around bullying are also addressed through Academy assemblies, display work and staff training.

Safeguarding Children

Both victim and aggressors may be at risk from some kind of abuse. Staff should be vigilant when dealing with bullying incidents and cross reference with our Safeguarding Policy.

MONITORING AND EVALUATION

The Inclusion Team have the Academy strategic leadership authority for both the development of rigorous anti bullying practices and also the review and evaluation of this policy. Student Voice responses and views will be included in the annual monitoring of the anti-bullying policy and practice.

CRITERIA FOR MEASURING PERFORMANCE WILL INCLUDE

- Assessing the number of bullying incidents in a year by group
- Measurable improvement in behaviour of individuals or particular groups known to be involved in bullying
- Response from student and parent questionnaires.