



Anti-Bullying Policy

Date: September 2017

Review Date: September 2028

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 academy. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING academy. This means that anyone who knows that bullying is happening is expected to tell a member of staff.

What is Bullying?

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

Bullying is defined as “behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally”. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to). It results in pain and distress to the victim. There is a difference between bullying and the ‘falling out’ that both children and adults can experience, where friendships are soon restored. Bullying is the systematic and persistent use of aggression with the intention of hurting another person.

Bullying can be:

- Emotional- being unfriendly, excluding, tormenting
- Physical- pushing, kicking, hitting, punching or any use of violence
- Racist- racial taunts, graffiti, gestures
- Sexual- unwanted physical contact or sexually abusive comments
- Homophobic- because of or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing

Why is it Important for the academy to Respond to Bullying?

Bullying hurts. No-one deserves to be a victim of bullying and everybody has the right to be treated with respect. Adults or pupils who are bullying need to learn different ways of behaving. As an Academy, we have a responsibility to respond promptly and effectively to any issues of bullying.

Prevention

The systems in the academy encourage appropriate behaviour and this is supported in our Personal Social Health Citizenship Education (PSHCE). In addition to this, pupils write class rules to behave by. Anti-bullying procedures are also in place to prevent, detect and manage such behaviour effectively.

The Role of Trustees

The Governing Body supports Ms Pickard and senior management in all attempts to eliminate bullying from our academy. The Governing Body will not condone any bullying in the academy, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately. The Governing Body



monitors any incidents of bullying that do occur and regularly reviews the effectiveness of this policy. The governing body require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governing body on the effectiveness of the academy anti-bullying strategies.

Objectives of this Policy

The key objectives of this anti-bullying policy are to ensure:

- All trustees, teaching and non-teaching staff, pupils and parents will have an understanding of what bullying is;
- All trustees and teaching and non-teaching staff will know what the academy policy is on bullying, and follow it when bullying is reported;
- All pupils and parents will know what the academy policy is on bullying, and what they should do if bullying arises;
- That as an academy, we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying in any shape or form is not tolerated.

Signs and Symptoms

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

- Is frightened of making the journey to or from the academy;
- Changes their usual routine;
- Is unwilling to come to the academy (phobic);
- Begins to truant;
- Becomes withdrawn, anxious, or lacking in confidence;
- Starts stammering;
- Attempts or threatens suicide
- Absconds from the academy/ educational visit;
- Frequently reports they feel ill (where no known cause of illness is known or detected);
- Begins to do poorly in their work;
- Comes to the academy with clothes torn or books damaged;
- Has possessions which are damaged or 'go missing';
- Has unexplained cuts or bruises;
- Becomes aggressive, disruptive or unreasonable;
- Is bullying other children or siblings;
- Stops eating;
- Is frightened when questioned to say what's wrong;
- Gives improbable excuses for any of the above.

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

Cyber-Bullying

Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/ herself.

By cyber-bullying, we mean bullying by electronic media:

- Bullying by texts or messages or calls on mobile phones



- The use of mobile phone cameras to cause distress, fear or humiliation
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
- Using e-mail to message others
- Hijacking/ cloning e-mail accounts
- Making threatening, abusive, defamatory or humiliating remarks in chat rooms, to include Facebook and YouTube

At Durand Academy we educate our students in the proper use of telecommunications and about the serious consequences of cyber-bullying.

Sexting

Sexting is images or videos generated

- By children under the age of 18, or
- Of children under the age of 18 that are of a sexual nature or are indecent: these images are shared between young people and/or adults via a mobile phone, handheld device, computer, 'tablet' or website with people they may not even know

Sexting disclosures should follow the normal safeguarding practices and protocols (see Cp & Safeguarding policy)

Please see our E-Safety Policy

Procedures

In this academy, pupils will be encouraged to report/discuss any behaviour they are not happy with. Initially the class teacher will try to deal with any incident in a supportive low key manner to avoid further distress.

This may be:

- Face to face talks;
- Taken as a theme in a class PSHCE discussion if the bullied child is more at ease with this.

Should other incidents occur, the following procedure will be used progressively to address the problem:

1. Formal, noted talk with the children concerned (parents notified verbally to allow any queries to be raised).
2. Children spoken to by Nursery/ Foundation/ Key Stage leader or the Headteacher and parents of the children involved asked to attend a formal meeting at the academy.
3. Formal involvement and possible exclusion of the perpetrator.
4. The bullying behaviour or threats of bullying will always be investigated and the bullying stopped quickly.
5. Victim/s of bullying will be supported.
6. Attempts will be made to help the perpetrator/s change their behaviour.

Please refer to the academy's Anti-Bullying Protocol.

Desired outcomes of such action:

1. The bully / bullies will be asked to genuinely apologise. Additional consequences may take place.



2. If possible, the pupils will be reconciled.
3. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Review

The governing body, Headteacher, staff and pupils view bullying as a very serious impairment of our school's normal work life, even though incidents are very small in number. They will therefore keep this policy under regular review with a report to the governing body once a year.