



ANTI-BULLYING POLICY

LAST REVIEW NEXT	June 2020	REVIEW PERIOD	
NEXT REVIEW DATE	June 2021	OWNER	
TYPE OF POLICY		APPROVAL LEVEL	

Statement of Intent

Sutton House Academy is committed to providing a caring, friendly and safe environment where everyone is welcome regardless of their race, faith, gender or sexual orientation so that pupils can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Sutton House 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 the staff.

What Is Bullying?

‘Behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally’

Preventing and tackling Bullying – Advice for School Leaders, Staff and Governing Bodies (June 2011)

‘The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace’

www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/what-bullying/aba-definition-bullying

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching, destroying property, stealing or any use of violence
- Racial 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
- 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

Behaviour often associated with bullying

Baiting

Baiting can be used in bullying both on and offline. It can be used to bully someone to get 'a rise' out of them and it can be used to antagonize those who might be bullying others to get them to bully. Sometimes baiting is used secretly to try and get a person to explode in a rage or react negatively/loudly so that they get in to trouble.

Banter

The dictionary describes banter as: ‘the playful and friendly exchange of teasing remarks’.

Bullying is often justified as being just banter. It may start as banter, but some types of banter are bullying and need to be addressed as bullying.

Types of Banter:

- Friendly Banter- There's no intention to hurt and everyone knows its limits
- Ignorant Banter- crosses the line with no intention to hurt, will often say sorry.
- Malicious Banter- Done to humiliate a person-often in public

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying.

First Responses to Bullying:

Be careful in the language you use as it can be very emotive and can 'label' children, suggesting permanence. Instead of 'victim' say person (child) who is being bullied, and instead of 'bully' say person (child) who is using bullying behaviours. In this way you are labelling behaviours and roles, not children.

- Remain calm - you are in charge
- take the incident or report seriously
- reassure the victim/s
- find out as much as you can relating to the incident
- take action as and when possible
- think hard about whether action needs to be private or public
- should other adults be informed?
- offer support and advice to the victim/s

When an incident occurs all staff will:

- Record the incident in the discrimination folder and hand it to the Behaviour Lead for inclusion in the Anti-Bullying Logbook.
- Make sure the incident **does not** live on, but monitor the victim and bullies discretely.
- Think ahead to prevent a recurrence.
- Follow the "Sanctions Procedure" in the Behaviour Policy.

Objectives of this Policy

- All, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the academy policy and procedures are on bullying, and following it when bullying is reported.
- All pupils and parents should know what the academy policy is on bullying, and what they should do if bullying arises.
- In this centre, we take bullying seriously. Pupils and parents should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated, but support will be given to both victim and perpetrator.

Anti-Bullying Week

By focusing on bullying for a week each year we keep the subject in the open and give opportunities for children and Parents to understand what bullying is and how to report concerns.

Signs and Symptoms

Changes in student behaviour can be indicative of he or she is being bullied, or is bullying others. Examples include:

- is frightened of walking to or from the Academy
- doesn't want to go on the bus
- changes their usual routine
- is unwilling to go come into the Academy
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stuttering or cannot find the words
- attempts or threatens suicide
- Starts to go missing from home.
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- 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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- regular conflicts with peers
- 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

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

Procedures

1. Report bullying type behaviours or incidents of bullying using behaviour incident sheet and a bullying type behaviour report.
2. Complete the bullying log, available in the SLT office.
3. Parents should be informed and included in discussions towards effectively resolving difficulties and preventing re occurrence. If necessary and appropriate, police will be consulted.
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
5. Support will be made available to both perpetrator and victim towards preventing re occurrence.

Outcomes

- 1) Restorative justice and or mediation sessions to be facilitated in all cases of bullying.
- 2) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 3) Incidents of bullying will be closely monitored and reports provided regularly to the governing body.

Prevention

A variety of interventions are used to prevent bullying. These include:

- Curriculum based activities raising awareness of bullying and its impact including initiatives such as bullying week.
- Multi agency partnered interventions including cross Academy workshops.
- Robust safeguarding reporting procedures ensure all incidents are logged and responded to immediately.
- A restorative justice system ensures all instances of reported bullying type behaviours are responded to within 24 hours.
- Mediation
- Parental / carer involvement towards understanding the roots of bullying type behaviours, whether as victim or perpetrator and in turn enabling change.
- Annual safeguarding workshops for parents address safe and appropriate use of use of social media.
- Academy based counselling service promoting emotional health and resilience.

Within the context of pupils at Sutton House Academy any incidents of bullying should be.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Childline	0800 1111
Children's Legal Centre	0845 345 4345
Parent line Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
Government advice and guidance	www.gov.uk/bullying-at-school/the-law

This policy was informed by policies available on the internet and specifically the guidance provided by Essex LSCB and as a result of the needs identified among the staff group at Sutton House Academy.