



## ANTI-BULLYING POLICY

<b>LAST REVIEW Date</b>	<b>March 2020</b>	<b>REVIEW PERIOD</b>	<b>Bi-annually</b>
<b>NEXT REVIEW DATE</b>	<b>March 2022</b>	<b>OWNER</b>	
<b>TYPE OF POLICY</b>		<b>APPROVAL LEVEL</b>	

## Statement of Intent

Victory Park 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 Victory Park 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?

Bullying is the use of ongoing aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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
- 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
- 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

## 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 and to feel safe. Pupils who are bullying need to learn different ways of behaving and expressing their emotions without hurting other pupils or staff. All pupils should be able to focus on their education free from humiliation, oppression and abuse in an environment where they can be themselves.

## 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 students and parents should know what the academy policy is on bullying, and what they should do if bullying arises.
- In this Academy, we take bullying seriously. Students 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.

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

## IMMEDIATE ACTION

- Incident is logged on Sleuth
- Bullying form completed by the member of staff involved
- Form Passed to Behaviour Co-ordinator



## INITIAL REACTION

- Conversation with students involved (perpetrators and victims) conducted by Behaviour Co-ordinator
- All parents/Carers informed
- Restorative meeting held with both parties (if appropriate) and recorded
- Head Teacher updated



## PERPETRATOR REVIEW

- Review previous data
- Evoke a period of regular data monitoring
- Highlight any previous bullying incidents
- Head Teacher Updated



## VICTIM REVIEW

- Review with Victim, identify any further concerns
- Complete form
- Issue/amend victim safety plan if necessary
- Inform Parents/Carers
- Inform Staff



## FURTHER PERPETRATOR ACTIONS

- Parental meeting and discussion at school with Head Teacher or member of SLT
- Formal written warning from Head Teacher
- Police Intervention
- 1 to 1 workshops – Anger management, Relationships, Body language etc.

## Procedures

1. Report bullying type behaviours or incidents using the Academy recording system (Sleuth). All such incidents should be reported to the Senior Leadership Team and Safeguarding.
2. Parents should be informed and included in discussions towards effectively resolving difficulties and preventing re occurrence. If necessary and appropriate, police will be consulted.
3. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
4. 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 through enrichment type activities x 3 a year.
- 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 to 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 Victory Park 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	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
Government advice and guidance	<a href="http://www.gov.uk/bullying-at-school/the-law">www.gov.uk/bullying-at-school/the-law</a>

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 Victory Park Academy.