

St Aidan's Church of England Academy

Anti Bullying Policy

Adopted by Governors	18th June 2009
Review Date	May 2018

St Aidan's Church of England Academy

Preface to all policies and procedures.

St Aidan's Church of England Academy is a Christian learning environment at the heart of its community. We promote care, respect and responsibility and expect high standards in all aspects of Academy life.

As a Church of England Academy we aim to build a community clearly based on the Christian values of love, forgiveness and reconciliation, integrity and the unique value of each individual. We aim to build self-esteem, model conflict resolution, protect the weak and are committed to justice and compassion. Mutual respect and trust are central within the Academy.

This policy, and its associated procedures and protocols, is based on these key principles.

Policy Principles

St Aidan's Church of England is committed to providing a caring and safe environment based on Christian values for all students so that they can learn in a secure atmosphere. Bullying of any kind is unacceptable in our Academy. If bullying does occur, all students should feel able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff.

The Academy's anti-bullying policy draws upon the advice and recommendations contained within the DfES publication: *Bullying Don't Suffer in Silence* – an anti-bullying pack for schools.

What is bullying?

'There are many definitions of bullying, but most consider it to be:

- *deliberately hurtful (including aggression)*
- *repeated often over a period of time*
- *difficult for victims to defend themselves against*

Bullying can take many forms, but three main types are:

- *physical – hitting, kicking, taking belongings*
- *verbal – name calling, insulting, ,making offensive remarks*
- *indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious emails or text messages on mobile phones*

Name calling is the most common direct form. This may be because of individual characteristics, but pupils can be called nasty names because of their ethnic origin, nationality or colour; sexual orientation; or some form of disability.'

Bullying

Don't Suffer in Silence – an anti-bullying pack for schools

Staff Procedures: -

What to do if you think a student is being bullied.

Encourage the student to talk about his/her experiences. It may help the student just to be aware that someone else knows.

What to do if a student complains of being bullied.

- Get a complete account of the incident or incidents. Are there friends, classmates or witnesses who can verify any accounts?
- Get a written statement from the student(s).
- If you can identify the bullies as other students from the Academy, talk to your line manager.
- The bullies should be spoken to regarding the complaint. An informal warning may be sufficient.
- The student's Head of Year must be informed as to what has happened.

- The student's Head of Year will arrange for a member of staff, chosen by the student either being bullied or at risk of being bullied, to offer support on a continual basis until such time as the student and his/her parent are satisfied that conditions have returned to normal.
- It may be appropriate to get the bullies and victims together to give their respective accounts and propose/agree to a solution – propose that sorting out the problem informally as individuals is preferable to the following scenarios: -
 - further sanctions (detention, exclusion)
 - a written record on student's Academy file (affecting future references)
 - parents being contacted
 - contacting the police (if the incident is serious)
 - referral to Educational Psychologist
- It may be appropriate to conduct separate follow-up meetings with the victim and bully to ensure that the problems have been sorted out.

What to do if you see a student being bullied.

- Challenge the student/s responsible – recording names and tutor groups.
- Record the incident in writing.
- Depending on the nature of the incident, it may be necessary to call the Duty SLT who will follow the procedures outlined in the policy.
- Arrange for a meeting to discuss the incident – pointing out possible scenarios.
 - further sanctions (detention, exclusion)
 - a written record on student's Academy file (affecting future references)
 - parents being contacted
 - contacting the police (if the incident is serious)
 - referral to Educational Psychologist

The meeting may involve students (bullies and victims) and any such staff as may be considered appropriate – Form Tutor, House Manager, Director of Student Progress, parents and other staff.

- A follow-up meeting with the victim must take place to ensure that the situation has been resolved and that the student knows that he or she is supported by the Academy.
- A follow-up meeting with the bully must take place to ensure that the student is supported in modifying his or her behaviour. Targets may be set and progress towards them reviewed. Support for the bully may involve referral to another agency.

Possible signs that a student is being bullied.

- A student may appear unusually withdrawn and uncommunicative.
- He or she may be unable to concentrate in class.
- His or her behaviour may change e.g. a student's participation in Academy and other activities may be lowered
- He or she may experience psychosomatic complaints.
- He or she may have unexplained cuts/bruises – or give unconvincing explanations.
- There may be unaccountable and repeatable damage or loss to bags, books, equipment and money

- There may be intermittent and long term absences from Academy
- A student may truant from the Academy.

Monitoring, Evaluation and Review

The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.

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ANTI-BULLYING POLICY FOR STUDENTS

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Bullying

Don't Suffer in Silence – an anti-bullying pack for schools

What to do if you are being bullied:

- Find a member of staff that you can talk to.
- Tell a parent.
- Tell a friend whom you can trust.
- Tell anyone that you feel you can trust.

Steps to tackle bullies:

- Give as complete an account as you can of what has happened to you.
- Are there friends, classmates or witnesses who can back up your story?

What you do if you see a student being bullied:

- Find a member of staff and tell them exactly what has happened.
- Record the names and tutor groups of the bullies.
- Don't be a bystander – tell someone.

Possible signs that a person is being bullied:

- A student may appear to be unusually withdrawn or quiet.
- He or she may be unable to concentrate in class.
- His or her behaviour may change.
- He or she may have unexplained cuts and bruises or give unconvincing explanations for these.
- He or she may be playing truant