



ANTI BULLYING POLICY

STATEMENT OF INTENT

Leigh Academy High Halstow does not accept bullying in any form.

We are committed to providing a supportive, caring and safe environment in which all pupils are free from the fear of being bullied. As an academy, we take bullying and its impact seriously. Staff, pupils and parents or carers will be made aware of the academy's position on bullying. The academy has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this.

Bullying will not be condoned or overlooked by any member of staff.

DEFINITION OF BULLYING

Bullying is the wilful, conscious desire to hurt, threaten or frighten another person. In our academy the definition we accept bullying as is:

'A persistent, deliberate, unprovoked, psychological or physical harm by a more physically or emotionally powerful pupil or person or group against another individual or group.'

This may include:

- Derogatory name calling or insults
- Physical assault in any form
- Graffiti on walls, books, desks
- Making threats against another person
- Inciting other students to collaborate in any form of bullying behaviour
- Ostracising pupils
- Taking or threatening to take another person's property or money
- Unprovoked physical assault or the threat of it
- Cyber Bullying or associated ICT technology harassment/bullying

HOW THE ACADEMY IS WORKING TO PREVENT BULLYING

The academy recognises that bullying behaviour may be derived partly from the unconscious acceptance of society's attitudes: '*stand up for yourself*' and '*look after number one*'. Therefore, our academy works towards preventing bullying through: PSHE Education, assemblies and the whole academy ethos. We understand that this advice given may be in contrast to that given outside of the academy.

Leigh Academy High Halstow also recognises that pupils and parents may be reluctant to report bullying. Measures will, therefore, be taken to publicise the academy policy and foster a feeling of confidence and safety to all pupils.

To this end:

- All pupils in the academy will be made aware of the academy's anti bullying policy and of the academy's willingness to act against bullying as a part of the caring academy ethos
- Teaching and support staff will be given guidance on how to recognise and deal with a bullying incident effectively
- All areas of the academy will be carefully supervised by staff
- Pupils will be encouraged to approach and confide in a member of staff with whom they feel confident who will deal with cases of bullying sympathetically. Parents will be encouraged to inform staff if they feel others are being bullied
- Through the curriculum and assemblies, pupils will be made aware of what is acceptable behaviour within our academy and in the wider community

HOW THE ACADEMY DEALS MANAGES BULLYING:

At Leigh Academy High Halstow we believe it is not sufficient merely to punish pupils for bullying behaviour; it is important also to offer counselling and further support to both victim and offender. This may involve calling in outside agencies who can offer further expertise. It is also important to educate through the academy's curriculum.

The initial approach shall be to take corrective action, and depending upon the gravity of each individual case the following actions, all or some, may be taken in accordance to the individual case.

Any reported incidents will be logged on individual pupil behaviour logs on Bromcom and SLT will determine whether the incident needs to be logged on the Incident Log.

THE OFFENDER

- Discussing with the pupil his/her behaviour and encouraging that pupil to see the victim's point of view

- Firmly explaining the wrong doing, in line with the academy policy and code of conduct; appropriate consequences will be put in place depending upon the nature of the bullying incident
- Sending the pupil to the appropriate senior member of staff, either to mark the gravity of the incident or to make use of greater experience
- Using the exclusion procedure, thus involving parents and the Governing Body and requiring pupils to comply with the academy's Anti-Bullying Policy as a condition of re-admission, subject to LA regulations
- The academy will cooperate with the Policy if violence or theft has occurred
- In all cases, the punishment will be clearly explained and why it is being given
- Inform and work with parents

It is not the academy's intention to act aggressively, thus giving the message that it is acceptable to bully if you have the power.

THE VICTIM

The academy attaches importance to comforting and supporting the victims of bullying, whilst ensuring that they are not made to feel inadequate or foolish.

The academy also recognises the need to allow the victims to help themselves and to provide them with the skills and support to do this, which may involve outside agencies who can offer greater expertise.

Procedures may involve all or some of the following:

- Listening to the pupil and taking the incident seriously, reassuring her/him and offering concrete support and advice
- With the pupil's agreement, organising and supervising a joint discussion between himself/herself and the bully
- Explaining the actions to be taken in dealing with the bully, expressing the academy's attitude to such behaviour
- Allowing the pupil to express her/his own concerns and feelings about the action to be taken, and providing further support and counselling where necessary
- Working with parents and offering support if necessary (see below).

PROCEDURES FOR PARENTS

If a parent has any concerns about their pupil they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the Assistant Head with responsibility for behaviour.. The Assistant Principal, Vice Principal

and Principal are always informed of any bullying concerns at Leigh Academy High Halstow and monitor the situation carefully.

If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Assistant Principal. Parents should not confront the bully or their parents; this can complicate the situation and distress the pupil.

The academy will liaise directly with all pupils involved and their parents directly. Parents will be kept informed of any actions the academy is taking.

If parents feel that their concern has not been dealt with appropriately they should follow the academy's complaints policy.

At Leigh Academy High Halstow we ensure the whole academy community understands and promotes mutual respect that highlights the values expressed in the Anti-Bullying Policy.

Reviewed annually each September or before as appropriate