



Joseph Leckie Academy

Anti-Bullying Policy

This Policy is reviewed on an annual basis.

**Approved by Governors
14/02/2018**

ANTI-BULLYING POLICY

The principles

The Academy believes that students should learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying may have different causes including sexist, homophobic or racist views. The three main types of bullying are:

- Physical (hitting, kicking, theft etc.)
- Verbal (name calling, racist remarks, teasing etc.)
- Indirect (spreading rumours, excluding someone from social groups etc.)
- Cyber bullying (use of social network sites)

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from the academy. Students must be encouraged to report bullying to any member of the Academy staff.

All Academy staff must be alert to signs of bullying and act promptly and firmly against it in accordance with the Academy policy.

The Principal has a legal duty to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents/carers and students.

Objectives

1. To enable all members of the Academy community to be aware of what constitutes bullying.
2. To ensure that parents/carers and the Academy community are aware of the student's right to be protected from physical, written, oral abuse or intimidation and to feel comfortable to report such incidents to any member of staff in the first instance.
3. To increase the sensitivity of the Academy community to incidents of bullying by using preventative policies.
4. To ensure that there are clearly understood procedures in place to deal with bullying incidents swiftly.
5. To sustain a non-violent, non-threatening and positive ethos in the Academy.
6. To provide counselling/help for victims of bullies and for bullies themselves, involving the Tutor/the Head of House/Inclusion Unit and Leadership Team.
7. To ensure that all staff new to the Academy are made aware of the Anti-Bullying Policy as part of the induction programme.

1. PREVENTION AND AWARENESS RAISING

A well-coordinated programme has been established in order to deliver 'bullying awareness' throughout the Academy. Bullying is given a high profile as part of an ongoing programme.

- Tutor groups

At the beginning of each academic year the Code of Conduct in student planners is introduced, discussed, reiterated and established as part of everyday life at the Academy.

- Assemblies

Where possible external speakers and drama groups are used to promote our policy.

- Curriculum Areas

Areas such as PDP, drama and humanities incorporate anti-bullying issues into their Schemes of Work.

- Information to Parents/carers

Parents/carers are informed through the Academy Prospectus, the Code of Conduct, newsletters etc. of issues to do with bullying and safeguarding.

Parents/carers should contact their child's Form Tutor, or Head of House if they suspect that their child is being bullied. Parents/carers of students transferring to Joseph Leckie are informed of the Bullying Policy.

- Student Support Unit

The intervention work of the Student Support Unit support other staffs with issues of bullying where necessary.

- Staff prevention

Bullying can occur in the toilets, corridors, during lesson changeover, morning break and lunchtime. Staff make every effort to be punctual when going to registration and lessons, and keep an eye on non-teaching areas. Staff on duty are alert to incidents of bullying and pass on information promptly so that action is taken.

- Feeder Schools

Information from feeder schools regarding potential bullies or victims is passed onto the Transition Manager/Learning Mentor and to HOHs.

- SMSC, Thought of the Week, Word of the Week and the Academy Council

These initiatives raise awareness and give students a forum for discussion to reinforce appropriate behaviour and challenge all forms of bullying.

2. ACTION

Students

An effective system is in place ensuring that students and parents/carers feel comfortable reporting incidents, knowing that appropriate action will be taken and reported back to them.

Those who are bullied can verbally inform their form tutor or any member of staff of the problem. Confidential disclosures can also be made via the SHARP system on line.

Staff

Bullying incidents vary in many respects and the action taken to deal with each case may be different. An approach is taken that involves work with both the victim and the bully.

PROCEDURES

STEP 1: All disclosures, whether from a student, a parent, a member of staff or a member of the public, are taken seriously and treated with sensitivity. The victim is made aware that his/her safety is considered to be of paramount importance. Parents/carers are informed after investigation if their child has been found to be either a victim or a perpetrator. If the member of staff suspects that the incident is one of bullying, or of another serious nature, then the Head of House (of both the bullied and the bully) is informed. The School Management System is used to record incidents of bullying.

STEP 2: Victims, alleged victims and witnesses of an incident are interviewed separately. The staff involved or the Head of House(s) write down independent accounts of the incidents/situations. Tutors are informed by the Head of House.

STEP 3: A decision is then made as to whether the circumstances indicate that bullying, as distinct from other forms of unacceptable behaviour, has occurred. In the course of this procedure enquiries are made to ascertain whether or not the alleged bully has been involved in similar incidents previously.

STEP 4: The type of action that is taken depends on the seriousness of the offence, and whether the bully has previously been involved in bullying incidents. Parents/carers of the bully and parents/carers of those being bullied are informed in serious and repetitive cases of bullying, and they are invited to discuss the issues and to seek solutions.

The aim of the procedure is to ensure that the bully realises that their actions are wrong and are totally unacceptable within the Academy community. A process of counselling and conciliation is adopted in the first instance. The bullying must not be repeated and if the action taken does not work then further action is taken according to the severity of the offence.

Possible actions include the whole range of sanctions, which are available to the academy. These are detailed in the Positive Behaviour Management Policy.

Monitoring

Using the SIMS, incidents of bullying will be monitored on a regular basis by pastoral staff and the Leadership Team

The policy will be reviewed on an annual basis.