



Making a Difference

Phoenix Park Academy



Anti-Bullying Policy



WELLSPRING
ACADEMY TRUST

We Make A Difference

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Anti Bullying Policy

Phoenix Park and Sevenhills aims to ensure that all members of the school community feel welcome, safe and happy and so are able to learn and make progress. Bullying of any kind can prevent this happening. Bullying makes people feel unsafe and as a school community, we take bullying seriously. Pupils, parents and carers should understand that reporting bullying is essential, and be assured that the school will support them fully whenever bullying is reported. Bullying (both verbal and physical) **will not be tolerated in our Academies**. It is **the responsibility of students, staff, parents and carers**, to prevent it happening, and once it has been identified, to prevent it from continuing. The Academy will investigate all reports of bullying thoroughly.

We use the curriculum to reinforce the ethos of the Academy and to help pupils to develop strategies to prevent and combat bullying.

We make sure that pupils understand that they must report any incidents of bullying to an adult or prefect. Information will be dealt with in confidence.

Policy Objectives

- To build an anti-bullying ethos in the Academy.
- To ensure all staff, students, parents and carers have a clear understanding of what bullying behaviour is.
- To ensure all governors and staff know and understand the Academy policy on bullying and follow it when bullying is suspected or reported.
- To ensure that all students, parents and carers know the Academy policy on bullying and feel confident in accessing help if necessary.
- To challenge attitudes about bullying behaviour.
- To increase understanding for pupils who are bullied.

While in the Academy, or traveling to or from the Academy students are entitled:

- to feel safe and not to be made unhappy by others.
- not to be frightened by others.
- not to be touched.
- not to be teased about race, religion, disability, social class, gender, sexual orientation, personal differences, personal appearance, performance at school or any other matter.
- not to be made unhappy by unpleasant notes, letters, text messages or any other means of communication.

Definition:

Bullying occurs when a person or group of people, over a period of time, by word, action or gesture, deliberately deny the dignity of another individual or group i.e.

Bullying takes different forms including for example:

- Physically and/or mentally hurt or worried.
- Unsafe and/or frightened.
- Unable to do well and achieve.

- Feeling different, alone, unimportant and/or unvalued.
- Unable to see a happy and exciting future for yourself.

What does bullying look like, feel like, sound like?

Bullying is any behaviour by an individual or group that:

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it.
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident
- Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves.

It can be categorised as:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, offensive/personal remarks
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. e-mails, picture/video clip bullying, Instant Messaging (IM) and text messages.
- Indirect, e.g. graffiti, defacing of property, display of pornographic, class, disability, homophobic, racist or sexist material.

Who bullies?

Anyone has the capacity to bully. There are no completely reliable predisposition diagnoses. However, those who perceive themselves as low status within a community, institution or group may use bullying in an attempt to artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not. This puts equal opportunities and inclusion at the centre of all anti-bullying work in schools.

Who is bullied?

Anyone can be bullied – young person, parent/carer/guardian, staff member or volunteer. People who suffer bullying are often perceived by others to be different. Sometimes the perceived difference is individual to that person – shyness, physical appearance, clothing and possessions, accent, perceived inappropriate behaviour. Frequently the perceived difference comes from assigning an individual to a group. Such bullying would then be designated as class, disability, homophobic, racist, religious or sexist. People can be assigned or be a member of more than one group.

Identifying and reporting concern about bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absence or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All school staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour. Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way. All pupils will be encouraged to report bullying by:

- Talking to a member of staff of their choice.
- Completing an 'SOS' bullying concern' on any school computer.
- Contacting local and national support agencies for advice/support.

A member of staff, who believes that he or she is being bullied or harassed, will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with the bully or their families can lead to problems escalating.

Not all negative interactions between students can be categorised as bullying and the Academy will work hard to ensure that pupils understand the differences between bullying and 'falling out', friendship issues or arguing.

School Response

- All reported incidents will be investigated and recorded. Students may be asked to write a statement themselves. If the bullying has a racist or homophobic/transphobic element then it will also be treated as a racial/homophobic incident and the appropriate form completed.
- Students who have been bullied will receive appropriate support, including help from staff and/or the care team e.g. within the Academy or where deemed appropriate from external agencies. Students who have bullied will be offered help or counseling, and may be given extra support.
- There are a range of resolutions and sanctions available which will be used depending on the seriousness of the situation:
 - a) Discussions with parents and children
 - b) Discussions with groups of students facilitated by staff
 - c) Loss of social time
 - d) Referral to senior staff
 - e) Withdrawal of enrichment activities or other privileges
 - f) Being banned from school trips
 - g) Fixed term exclusion from school
 - h) Permanent exclusion in the case of serious assault or continued bullying of any kind.

The police may be involved at the discretion of the Principal or a senior member of staff.

Pupils & Staff

Staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.

- Providing reassurance that the bullying will be addressed.
- Offering continuous support.
- Restoring self-esteem and confidence.
- The use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate
- Help and advice on how to remove online material.

Pupils who have been bullied will be supported by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Informing parents to help change the attitude of the pupil/s.
- The use of special interventions and/or referrals to other agencies where appropriate.
- Support from the care team.
- Ongoing monitoring.

Parents

- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.
- Where a pupil(s) is involved in bullying others outside school, i.e. in the street or through the use of internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example, restricting/monitoring their use of the internet or mobile phone.
- Referral of the family to external support agencies will be made where appropriate.

The parents or carers of pupils who bully and those who have been bullied will be informed of the incident and will be asked to support strategies proposed to tackle the problem.

Preventative measures

The school will:

- Raise awareness of the nature of bullying through Theme Days, in tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- Give care and support to create and maintain a safe learning environment where all pupils feel safe, secure and valued and know they will be listened to and taken seriously in line with the school ethos.
- Participate in local and national initiatives such as Anti-bullying Week.
- Consider the use of specific strategies, e.g. peer mentoring on a more regular basis subject to available resources.
- Refer to the LA guidelines on 'Bullying in the Workplace' where an adult in the community believes that he/she is being bullied by another adult.
- Ensuring the curriculum covers equality issues, tackles prejudice, promotes community cohesion and promotes diversity.

- Encouraging pupils to work well and develop good relationships with one another and to offer each other mutual support.
- Encouraging pupils to work in friendship, non-friendship and mixed gender groupings within the classroom and in extra-curricular activities.
- Ensuring that pupils behave in a respectful and positive way towards one another.
- Teachers maintaining firm, fair and positive discipline in the classroom and sharing responsibility for ensuring good behaviour in all areas of the school.
- Teachers encourage pupils to behave similarly with one another.
- Doing our best to ensure the safety and well-being of our pupils on their journeys to and from school.
- Inviting pupils to seek help for other pupils whose welfare causes them concern. In all cases a high degree of confidentiality will be kept.
- Encouraging parents to present any problems that they know or suspect their child might be having.
- Applying fair and consistent sanctions to those who offend against the rights of others at Phoenix Park and Sevenhills.
- Ensuring the school's programme for continued professional development (CPD) is inclusive of all staff and includes equality matters.
- Ensuring there is a good equal opportunities practice in the recruitment and promotion of staff.
- Ensuring all staff in the Academy receive regular updates on Anti Bullying. New staff will receive induction which includes relevant Anti Bullying and Safeguarding information.

Review Date: September 2019