



Anti- bullying statement and Policy

Policy reviewed by Academy Transformation Trust on	March 2017
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This policy links to:	Located:
<ul style="list-style-type: none">• Safeguarding policy• E-safety policy• Social Media• Behaviour for Learning Policy• Equalities policy	

Review Date – March 2019



Our Mission

To provide the very best education for all pupils and the highest level of support for our staff to ensure every child leaves our academies with everything they need to reach their full potential.

We promise to do everything we can to give children the very best education that gives them the best opportunity to succeed in life. All of our academies have it in them to be outstanding and achieving this comes down to our commitment to our pupils, staff and academies.

Our commitment

We are committed to taking positive action in the light of the Equality Act 2010 with regard to the needs of people with protected characteristics. These are age, disability, pregnancy and maternity, religion and belief, race, sex, sexual orientation, gender reassignment and marriage and civil partnership.

We will continue to make reasonable adjustments to avoid anyone with a protected characteristic being placed at a disadvantage.

We will measure the success of our commitment in this policy by analysing bullying logs and actions in our academies to reduce or eliminate incidents of bullying.

Introduction

Academy Transformation Trust are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

The Trust recognises the importance and value in dealing with the issue of bullying. The Trust believes the effective management of bullying is a shared responsibility which involves staff, parents/carers, children and young people and professionals involved with children who are victims or perpetrators of bullying behaviour.

There is no justification for bullying behaviour and it should not be tolerated in any form. We will ensure fair treatment for all, regardless of age, race, culture, disability, gender, religion, sexual orientation or home circumstances and encourage understanding and tolerance of different social, religious and cultural backgrounds.

The Trust expects that:

- there is an agreement in the academy community what is meant by bullying.
- all bullying concerns will be dealt with sensitively and effectively;
- that students feel safe to learn
- the policy is explicit about the approach to cyber-bullying
- that all pupils and staff accept and follow the anti-bullying policy.
- all reported bullying incidents will be dealt with promptly, logged and actions recorded.
- the writing of academies anti-bullying policy will involve members of the academy community. This includes pupils of all ages and disabled pupils and those with special educational needs.

Definition of bullying

“Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally.”

(DfE *Preventing and Tackling Bullying, advice for headteachers, staff and governing bodies*. October 2014)

THE NICHOLAS HAMOND ACADEMY

ANTI-BULLYING POLICY RATIONALE

This Academy is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the TNHA community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

PRINCIPLES

- Students have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- The Academy will not tolerate bullying behaviour.
- Bullied students will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

DEFINITION OF BULLYING

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of students.

FORMS OF BULLYING

- Physical violence such as hitting, pushing or spitting at another student.
- Interfering with another student's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another student.
- Teasing or spreading rumours about another student or his/her family.
- Belittling another student's abilities and achievements.
- Writing offensive notes or graffiti about another student.
- Excluding another student from a group activity.
- Ridiculing another student's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

LINKS WITH OTHER ACADEMY POLICIES

This policy links with our Behaviour Statement/System, Safeguarding policies & ICT Acceptable Use Policy.

RESPONSIBILITIES OF ALL STAKEHOLDERS

The Responsibilities of Staff

Our staff will:-

- Foster our students' self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students.
- Discuss bullying with all classes, so that every student learns about the damage it causes to both the child who is bullied and to the bully, and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Head of College of the students involved
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Students

We expect our students to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the student who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes a target of bullying should:

Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

THE RESPONSIBILITIES OF PARENTS

We ask our parents to support their children and the Academy by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their Head of College and explain the implications of allowing the bullying to continue unchecked, for themselves and for other students.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying.
- Informing the Academy of any suspected bullying, even if their children are not involved.
- Co-operating with the Academy, if their children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.
- Monitoring their child's use of the internet, especially social media.

THE RESPONSIBILITIES OF ALL

Everyone should

Work together to combat and, hopefully in time, to eradicate bullying.

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

- All incidents of bullying must be referred to the Head of College and the College Support Leader must be copied into the e mail.
- A restorative approach will be adopted but consequences for the perpetrator will be put in place.