

S19 ANTI-BULLYING POLICY

Last Reviewed: July 2009
Next Review: July 2010
Responsible: A. Hemmings

I. INTRODUCTION

- 1.1. We, the governors and staff of The Bushey Academy are committed to providing an Academy environment which is as free from any form of bullying as it is possible to achieve. To accomplish this, we recognise that we must respond promptly and effectively to any reports of bullying. Staff must be aware of their responsibilities and will receive support and guidance in dealing with bullying. We must encourage students and staff to react when they see incidents by reporting what they see and by supporting the victim. To achieve this, we recognise that all students and staff have a positive and individual contribution to make to the well-being of the whole Academy community. Our expectations in this way are clearly laid out in the Academy Code of Conduct.
- 1.2. We define bullying as one or more people deliberately causing another to suffer over a period of time by threat, word or action.
- 1.3. We recognise that bullying thrives in a climate of secrecy, when children are afraid to tell adults about the abuse they are receiving for fear of worse retribution. We believe that there is no such person as an innocent bystander: those who watch incidents of bullying and do nothing are condoning what is happening. We will work to eliminate this climate of secrecy by listening to all reports of bullying and by taking appropriate action to try and ensure that the situation will not continue.
- 1.4. We also acknowledge that adults can be victims of bullying in the workplace. Where this occurs it is recommended that the advice of a senior member of staff is sought. The senior member of staff will recommend the most appropriate course of action to bring about a satisfactory resolution to the problem. In extreme cases, it might be necessary to refer the matter to the Principal who might consider disciplinary procedures. In addition to this, the staff have the right of access to the governing body.
- 1.5. We understand that being bullied in any of the ways defined above can cause great distress to the victims and their families. The Academy will keep in close contact with the families of those who have been bullied, ensuring that they understand how the Academy is responding to and dealing with any incidents.
- 1.6. Repeated bullying will not be tolerated. The bully will be given clear guidance about how to refrain from bullying behaviours. The Academy will impose sanctions outlined in its Behaviour Policy. Where the bully chooses to ignore this guidance it might result in permanent exclusion.

2. AIMS

- 2.1. The principle aim is that the Academy will be a safe Academy for all students and staff.
- 2.2. The Academy will ensure that everyone is aware that this is a “telling” Academy; we do not ignore bullying and deal with incidents as quickly as possible.

- 2.3. The Academy will try to ensure that everyone understands the dangers and damaging effects that bullying can have on people's lives.
- 2.4. Staff will be trained to spot and to deal with bullying using a wide and appropriate range of strategies.
- 2.5. The Academy will do its best to see that the grounds are well-supervised. Where a child feels threatened, a place of safety will be found.
- 2.6. The Academy curriculum will support the students' learning and understanding of the effects of bullying on people's lives.
- 2.7. The Academy will seek the support of parents in developing this policy.

DEALING WITH A BULLYING INCIDENT

- 2.8. Minor incidents must be tackled in order to reduce the occurrence of more serious bullying.
- 2.9. Minor incidents include name-calling, "looks", "borrowing" equipment, pushing in queues, etc.
- 2.10. **Protection** must be given to the victim by:
 - making staff presence known;
 - taking action (such as separating those involved);
 - removing those involved from the scene.
- 2.11. The **victim must feel supported**. It is important that they are reassured that staff will do all they can to help: this may be long term as well as immediate actions.
- 2.12. **Dealing with the bully**: the main point to get across is the wholly unacceptable nature of their actions. It may be relevant to involve other staff at this point. Any initial disapproval must be supported by a calmer discussion of the issue, while still emphasising disapproval. Sanctions are available and should be used in consultation with other staff where appropriate.
- 2.13. After the incident it will be necessary to **communicate details** of the incident to the Form Tutor and/or Head of House. A written statement should be made available for inclusion in students' files. It may be appropriate for staff to employ the "no-blame approach" as a means of helping both victim and bully. It may also be necessary for **parents** to become involved.
- 2.14. If any doubt, staff should **seek** the advice of Heads of House or other colleagues when dealing with incidents.