



Anti-Bullying Policy

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Reviewed by:	Board.
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Approval By:	D. Jaddoo
Next Review	Nov 2019

ANTI-BULLYING POLICY

1. AIMS

- 1.1 The aim of the anti-bullying policy is to ensure that students 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. Students will be able to fully benefit from the opportunities available at the Trust if issues of bullying are dealt with effectively.

2. DEFINITION OF BULLYING (see Appendix 1)

- 2.1 Bullying is defined as **deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.**
- 2.2 Bullying can take place in many forms:
- 2.2.1 **Physical** (e.g. hitting, kicking, theft)
 - 2.2.2 **Verbal** (e.g. name calling, racist remarks)
 - 2.2.3 **Indirect** (e.g. spreading rumours, excluding someone from social groups)
- 2.3 There are many types of bullying:
- 2.3.1 **Racist and faith based bullying**
 - bullying someone because of their skin colour or background/culture
 - bullying someone because of their beliefs or for not having a belief
 - bullying someone because of their religion or their appearance – the way they have to dress or what they can or cannot eat
 - 2.3.2 **Homophobic bullying**
 - using words like “gay”, “poof”, “lesbian”, “batty boy” as insults against a person
 - physically assaulting someone or leaving them out because of their actual or assumed sexuality or that of their parents/carers
 - calling things and inanimate objects “gay” or “queer” and that of parents, carers and family members.
 - 2.3.3 **Sexual bullying**
 - using sexual words to put someone down
 - spreading rumours about someone’s sex life or perceived sex life
 - inappropriate touching
 - sexual graffiti
 - Comments about someone’s perceived gender (transgender)
 - forcing someone to act in a sexual manner
 - making sexual innuendo and propositions
 - making jokes about rape
 - 2.3.4 **Disability bullying**
 - singling someone out because they have a disability or learning difficulty

- bullying someone for having a disabled brother or sister, parent or friend

2.3.5 **Cyber**, which includes;

- **Text message bullying** e.g. involves sending unwelcome texts that are threatening or cause discomfort.
- **Picture/video-clip bullying** e.g. mobile phone cameras can be used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
- **Phone call bullying** e.g. mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.
- **Email bullying** e.g. uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- **Chat room bullying** e.g. involves sending menacing or upsetting responses to others when they are in a web-based chat room.
- **Bullying through instant messaging (IM)** this is an Internet-based form of bullying where people are sent unpleasant messages as they conduct real-time conversations online.
- **Bullying via websites** this includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyber-bullying.

The use of cyber bullying can cause an offence against the Malicious Communications Act 1988 and potentially be seen as a threat of violence and/or abuse

- 2.4 If any act of bullying committed out of the Trust can be seen to affect the quality of life for student(s) within the Trust, the Academy has a right to act and put sanctions in place.

3. SIGNS AND SYMPTOMS OF BULLYING

- 3.1 Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or sticking close to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from each Academy within the Trust. Students are encouraged to report bullying in the Academy to their Form Tutor, Head of Year, Classroom Teacher or an adult they feel comfortable with.
- 3.2 The Trust's teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

4. STATUTORY DUTY OF SCHOOLS

4.1 The Executive Headteacher of the Trust and the Local Headteacher of each Academy within the Trust has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

4.2 Implementation – Academies

The following steps may be taken when dealing with incidents:

- 4.2.1 If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- 4.2.2 A clear account of the incident will be recorded and given to the Assistant Head teacher with responsibility for the year group in question or the Phase Leader responsible for the class if Primary.
- 4.2.3 The Assistant Headteacher/Head of Year/Phase Leader will ensure all concerned are interviewed and the incident is recorded.
- 4.2.4 Form Tutors/Classroom Teachers will be kept informed and if it persists the appropriate subject teachers will also be informed
- 4.2.5 Parents will be kept informed
- 4.2.6 Punitive measures will be used as appropriate and in consultation with all parties concerned

4.3 Implementation – Students

Students who have been bullied are encouraged to report this incident through the SHARP system (CUL Academy) or through to their Classroom Teachers.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the student
- Offering continuous support
- Restoring self-esteem and confidence

Students who have bullied will be dealt with by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and need to change
- Implementing restorative justice
- Informing parents or guardians to help change the attitude of the student

4.4 The following steps may be taken when dealing with incidents:

- Official warnings to cease offending
- Detention
- Restorative justice
- Exclusion from certain areas of the Academy premises
- Minor fixed-term exclusion / major fixed-term exclusion
- Behaviour contract or PSP
- Managed move /sharing panel

- Placement at alternative provision
- Meeting with Trustees
- Permanent exclusion *in extreme situations*

Within the curriculum CUL Academy will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, displays, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

5. MONITORING, EVALUATION AND REVIEW

- 5.1 Incidents of bullying will be logged on students' files.
- 5.2 Incidents of bullying will be logged in the 'Bullying Incident File' monitored by the appropriate person within each Academy who is responsible for Inclusion.
- 5.3 Incidents of racist comments or behaviour will be logged in the 'Racist Incident File' monitored by the appropriate person within each Academy responsible for Inclusion.

Appendix 1


Examples of Bullying include:

Blocking the corridors
 Ignoring the presence of others
 Imitating another's voice
 Writing about someone in books
 Interrupting others when they talk in front of a class
 Whispering about others
 Using someone's name but not speaking to them
 Pushing in front of others in a queue
 Swearing when talking to others
 Talking about parents or lifestyle
 Using sexist language e.g. 'bitch', 'whore', 'tart', 'slag'
 Using racist language – even within the same ethnic grouping
 Using homophobic language e.g. 'gay', in a derogatory way, 'battie boy'
 Writing derogatory statements about others on desks
 Texting derogatory statements about others
 Taking others' belongings to play with
 Taking others' work
 Writing on others' work
 Messing up someone's hair or clothes
 Repeat offences of swearing, racist/sexist/homophobic language
 Extreme sexual language
 Hitting
 Kicking
 Tripping – can be more dangerous than kicking
 Taunting in a group
 Writing on the fabric of the buildings
 Planned bullying
 Chasing others in an attempt to scare them
 Damaging others' possessions

N.B. This is not an exhaustive list of definitions but examples of the type of behaviour that are classed as bullying CUL Academy.

This policy was adopted for full implementation on

This policy will be reviewed by the Governing Body on a 3 yearly cycle and must be signed by the Chair of Governors and the Principal.

Policy Reviewed:	5/1/2017
Next Review:	December 2019.
Signature of Chair of Governors 	Signature of Principal 