



EMMANUEL
SCHOOLS FOUNDATION

The King's Academy



Anti-Bullying Policy



Last review: March 2021
Governors Approval: March 2021
Next review: February 2022

AIM:

The aim of the anti-bullying policy is to ensure that the whole academy community is able to learn and work in a supportive, caring and safe environment without fear of bullying, intimidation or harassment and where everyone has the right to be treated with respect.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at The King's Academy. Bullying behaviour is often related to a student's appearance, race, culture, home circumstances, sexual orientation or special needs. The King's Academy's character-first approach to education promotes equality and celebrates students as individuals.

If bullying does occur all members of the community should be able to tell and know that all incidents will be dealt with promptly and effectively. We aim to be a "**Telling School**" which means that anyone who knows that bullying is happening is expected to share their concerns. This includes bullying situations within student groups, between students and staff or staff with students. It also includes concerns between members of staff.

Objectives of this policy:

All members of the The King's Academy community, which includes students, all staff and parents should have an understanding:

- Of what bullying is
- Of what the Academy policy is on bullying
- Of how to report bullying and the procedure involved
- That bullying will not be tolerated at The King's Academy

Definition of Bullying:

Bullying is defined as the conscious desire to hurt, threaten, frighten or make someone feel uncomfortable repeated over a period of time, where it is difficult for those being bullied to defend themselves effectively. This applies to the on-line community as well as off-line (see the Academy's e-safety policy).

The main types of bullying are:

- **Indirect or Emotional:** Being deliberately unkind, shunning, excluding someone from a group or tormenting.

Example

*Leaving a pupil out of a group, passing notes about a victim or making threatening faces or gestures.
Hiding the possessions of another.*

- **Homophobic:** Any harmful comment or gesture relating to a victim's alleged or actual sexuality.

Example

Calling others names such as "gay boy" or mimicking the mannerisms or voice of others.

- **Physical:** Pushing, kicking, hitting, tripping, punching or using any other sort of violence against a victim, including stealing from another.

Example

Pushing others against walls or lockers. Throwing objects at others with the intent to intimidate or harm.

- **Racist/intolerant:** Comments, taunts, slurs and/or physical threats directed around a victim's race, religion or ethnicity.

Example

Spreading graffiti with racial slurs, making unkind remarks about a student's religion.

- **Sexual:** Unwanted physical contact or sexually abusive Comments.

Example

Sexual reference to a person's body or touching inappropriately. The use of an insulting label such as 'slut/slag'.

- **Verbal:** Name-calling, ridiculing, using words to attack, threaten or insult.

Example

Spreading rumours, sarcasm, making fun of a pupil's appearance, mannerisms, intelligence, or background such as 'gypsy' or 'gypo'.

Cases of bullying may belong to more than one of the above groups and is increasingly common across social media platforms. Cyber bullying often is a term used whereby cases have their origins or are inflamed by statements and comments written online. (see the Academy's e-safety policy).

Signs of Bullying

A person may indicate by signs or behaviour that he or she is being bullied. We should be aware of these possible signs of bullying and that they should be investigated:

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus
- Changes their usual routine including leaving for school at an earlier or later time or changing their route to school
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions go 'missing'
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home hungry (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Asks to change classes or schools and doesn't socialise at break or lunchtimes

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

School staff responsibilities

All staff have a role to play in combating bullying whether it is around school or within the classroom. All staff are expected to watch for possible warning signs – distress, work difficulties, illness, and irregular patterns of attendance.

All staff should encourage students to discuss incidents of bullying and listen to and treat pupils sympathetically and take their concerns seriously. In suspected or reported cases of bullying staff should ensure that:

- The matter is not ignored/dismissed by the member of staff to whom the incident is reported.
- The matter is investigated.
- Details are recorded and the Tutor and Head of year are informed.

Staff should ensure the well-being of any child involved in a bullying incident and appropriate support should be given to both the victim and the bully. Staff should be mindful of and sensitive to any special needs or other difficulties such as family problems when dealing with an incident.

If the “bullying”, whether it be by a child or adult (including teachers and other staff, parents and carers), crosses over into a child protection/safeguarding issue the Designated Officer (CP) will become involved and the school will follow Child Protection Policy in accordance with the Authority Guidelines.

Students

If any student finds themselves in a situation where they feel they are getting bullied they should:

- Ask them to stop
- Walk away and don't retaliate
- Discuss the experience clearly with a parent, teacher or tutor (at tutor time). Don't bottle things up and worry unnecessarily

If a student sees bullying taking place they must:

- Tell the bully to stop
- Find a member of staff and report it

Parents/carers

If you suspect or have reason to believe that your child is being bullied or your child is showing a number of the characteristics of bullying behaviour:

- Talk to your child calmly
- Reassure them that the issue will be addressed
- Contact your child's tutor
- Make sure you are aware of your child's presence on social media and their use of mobile phones

Procedures

A consistent approach will be adopted and an early response is vital.

- In the case of bullying or suspected bullying it must be dealt with initially by the member of staff who has been approached at that time.
- In the case of a minor incident, this will be dealt with by the teacher, form tutor or line manager. A clear account of the incident and action taken must be reported and passed immediately to the student's form tutor or head of year.
- Serious bullying will be dealt with by a member of the senior staff and an evaluation of the incident will be undertaken. Any sanctions will be issued appropriately after investigations.
- Parents will be kept informed of any incident of bullying by telephone call or letter from a member of staff.
- In severe instances local police will be consulted and/or the police may then follow their own procedures.
- Governors will be informed of serious incidents where pupils are excluded for bullying.

The following actions/ strategies could be used within the process:

- i) Apology
- ii) Detention
- iii) Loss of social times
- iv) Parental meetings
- v) Class / form changes
- vi) Isolation room
- vii) Internal exclusion
- viii) Fixed term exclusion
- ix) Final Warning
- x) Permanent Exclusion

The bully will be strongly guided to alter their behaviour in order that they may remain at The King's Academy:

- To discuss what happened
- To find out why the person became involved
- To establish the wrong doing and need for change
- To involve the parents to help change the attitude of the person who has bullied

In the case of repeated bullying leading to exclusion, except where the child is permanently excluded, a reintegration package will be put into place by the pastoral team.

Record Keeping

In order to monitor levels of bullying within the academy a written record will be logged on CPOMS on the student (or staff) records of both the victim and perpetrator.

Prevention

Within the curriculum the academy will promote equality and diversity whilst raising awareness of the nature of bullying through work in form tutorial time, assemblies and in subject areas as appropriate, in an attempt to initially reduce and ultimately stop such behaviour.

Additionally, the Academy will provide correspondence to students, parents/carers and staff about its Anti-Bullying Policy on the School website and provide relevant information to parents/carers and staff so that they are able to recognise the signs of distress which may indicate that a child is being bullied. At all times we will endeavour to ensure that there is good communication between staff, parents and carers.

All students will be asked to sign a Home-School agreement which states they will behave in a responsible manner and consider the wellbeing of others. This will include a commitment to take care of the school premises and to keep them free from graffiti and litter.

As an Academy we will endeavour to build and maintain our good links with partner primaries and continues to develop and review induction programmes so that all new students are aware of the school's attitude to bullying.

Staff, including SLT will be on daily duties around the school at break, lunchtime and at the start and end of the day.

Statutory duty of the Academy

The Principal 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.

In addition, by the European Declaration of Human Rights 1992 and in case law, an up to date policy must be available and procedures followed.

Dissemination of the Policy

The policy will be shared with staff, parents, and with students. A summary of this policy can be found in the student planner, in the handbook for parents and on the website.

Monitoring and Review of Policy

The policy will be reviewed every two years or in response to any new information, circulars, guidance or legislation.

Complaints Procedure

All complaints concerning the management of any incident of bullying should be referred to the Principal in the first instance.