



Appleton Academy Anti Bullying Policy



Approved By	Approval Date	Next Review Date
BCET Board	October 2016	2017/18 – Term 1

Definition of Bullying

Bullying is “Behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, October 2014)

DFE: Preventing and Tackling Bullying (July 17) further states that although there is no legal definition of bullying, it is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, eg because of race, religion, gender or sexual orientation
- It takes many forms and can include:
 - physical assault
 - teasing
 - making threats
 - name calling
 - cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger)

Legislation:

The Education and Inspections Act 2006 states that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

The Act also gives Headteachers the ability to ensure that pupils behave when not on school premises or under the lawful control of school staff. This can relate to bullying incidents occurring anywhere eg at local shops or cyber-bullying.

The Equality Act 2010 provides for a Public Sector Equality Duty which requires public bodies, including schools, to have due regard to the need to :

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity
- Foster good relationships between people. The measures taken by schools with regard to behaviour and bullying prevention **MUST** be communicated to all staff, parents and pupils.

1.0 Aims

- To maintain an ethos that discourages bullying and unpleasant behaviour towards other students in this academy/studio.
- To ensure that all reported incidents of bullying will be taken seriously and will be investigated by the academy/studio.

1.1 Bullying of any kind is unacceptable at our academy/studio. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* academy/studio. This means that *anyone* who knows that bullying is happening is expected to let someone know so that the bullying will stop.

1.2 Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities

If any of these things are happening to you then you are being bullied

You are not being bullied when you choose to take part in any of the above behaviours, or in squabbling and quarrels. You must not provoke other people into behaving badly towards you or anyone else.

2.0 Signs of Bullying

Students who are being bullied may show changes in behaviour. These may manifest themselves in a student:

- becoming shy and nervous
- feigning illness
- taking unusual absences
- clinging to adults
- lacking concentration
- truanting from the academy/studio
- being frightened of walking to or from the academy/studio
- changing their usual routine
- beginning to do poorly in academy/studio work
- becoming aggressive, disruptive or unreasonable
- bullying other children or siblings

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

3.0 Sanctions for bullies

3.1 What will happen to bullies will depend on individual incidents and circumstances; therefore each case will be examined individually.

3.2 Bullying will not be tolerated

3.3 These are the possible sanctions:

3.3.1 **In the first instance:** A note will be made on the 'Bully' database; bullies will be offered help and may be placed on a behaviour contract.

3.3.2 **If the bullying persists, one or a combination of the following actions will be taken:**

- Further reports will be made and filed on the 'Bully' database
- Principal, Director, Assistant Directors, Heads of Year, Assistant Heads of Year and Form Tutors/ class teachers or equivalent will be informed
- The bully will serve a set period of detention as outlined in the Behaviour Policy
- Parents/carers will be informed and brought into the academy
- The academy Anti Bullying Ambassadors will be informed and will arrange to support

3.4 Exclusion from the academy/studio is dependent on the circumstances of the bullying and will be done as a final resort. If necessary and appropriate, police will be consulted.

4.0 Who to tell

- Your class teacher/ form tutor
- Your Year Head or Assistant Head of Year
- An Anti Bullying Ambassador
- Report it via the dedicated website: - <http://appletonagainstabullying.weebly.com/>
- Any member of staff who you feel happy talking to or feel you can trust
- Your parent/carer or another responsible adult
- Your friend

In an emergency tell the nearest appropriate adult

5.0 When to tell

- You should tell as soon as you can
- If you can wait for break or lunch time that is fine
- If it feels more urgent to you, tell someone straight away
- Give staff time to listen and make sure they do
- Check that they understand how you feel

6.0 Contacting the Academy

6.1 Parents/carers can contact the academy/studio to raise concerns regarding any bullying incidents.

7.0 Other key points

- You are not helping bullies by keeping the problem to yourself. Bullies need help too.
- The problem won't go away if you don't tell, and it may get worse.
- Take a friend with you if you are worried about telling a teacher – your friend may help you to do this if you feel you cannot do it yourself.
- Teachers will listen to you in confidence, but sometimes they might have to pass on certain amounts of information to get you the help you need.
- Show people who bully that you don't approve of what they do.

8.0 Advice for Parents/Carers

8.1 If you think your child or young person is being bullied:

- Encourage your child or young person to talk about it, but be patient as he/she may be distressed.

- Stay calm but show that you are supportive and working with the academy/studio to solve the problem.
- Avoid dwelling on sensitive issues and asking leading questions.
- Reassure your child or young person that you are sympathetic and will do something about it.
- Explain that it happens to most people at some time or another.
- Try to help him/her to see the difficulty as a problem that can be solved.
- Ask your child or young person if they can see ways of changing things.
- Talk to us about the bullying and work with us to improve the situation.
- Help him/her to develop coping strategies.
- Help everyone to keep a sense of proportion in the situation.

8.2 Do Not:

- Attempt to sort the problem out yourself by speaking to the child or young person whom you think may be the bully or by speaking to their parents/carers.
- Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

Further guidance is provided by :

Advice for parents and carers on cyber bullying (Ref: DFE-00655-2014)

9.0 Policy Review Date

9.1 Anti Bullying procedures will be reviewed regularly with a policy reviewed every two years.