



Bolingbroke Academy

ANTI-BULLYING POLICY

Date of last review:	December 2016	Review period:	2 years
Date of next review:	December 2018	Owner:	Governance Manager
Type of policy:	Statutory / Network	LGB or Board approval:	Board

At Bolingbroke Academy we create a culture of excellence where all pupils have a clear sense of leadership and mutual respect. We place a high value on the opportunities that an outstanding education can provide and place equality at the core of our Academy.

As an Academy, we have high expectations of all of our pupils in terms of their achievement, progress and behaviour. We promote an ethos of tolerance and respect where all Bolingbroke pupils will feel happy, safe and be free from bullying and harassment.

1. Aims

At Bolingbroke Academy we encourage an harmonious environment where independence and diversity is celebrated and individuals can flourish without fear. Every member of the Academy community has the right to be safe and happy in the Academy, and to be protected when he/she is feeling vulnerable. Our high expectations of behavior and focus on developing our pupils as leaders will ensure that pupils make a significant contribution to the Academy and that their views are heard.

Following the introduction of the Equality Act in 2010, all public sectors now have an 'Equality Duty', which forms the basis of the Bolingbroke anti-bullying approach. The main aims of the Equality Duty are to:

- "Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
 - Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
 - Foster good relations between people who share a protected characteristic and people who do not share it."
- (Equality Act 2010)*

The protected characteristic includes disability, gender, race, religion and beliefs and sexual orientation. In order to ensure that we are 100% consistent with the way in which our staff, parents/carers and pupils understand and follow up on bullying it is necessary to clearly define the key aspects:

- **Bullying** is repeated behaviour which makes other people feel uncomfortable or threatened whether this is intended or not. It involves an abuse of power and can hurt, intimidate, frighten, harm, humiliate, undermine or exclude. Bullies often pick on anything that makes a person 'different' and can be racist, sexist, homophobic or based on SEN, disability, appearance or family background.
- **Our definition of bullying, shared with both pupils and staff is: Several Times On Purpose (STOP).**

There are different sorts of bullying:

Type	Definition
Physical	Hitting, kicking, taking or hiding belongings such as money
Verbal	Name calling, teasing, insulting, writing unkind notes and issuing threats
Emotional	Being unfriendly, excluding, tormenting, spreading rumours, looks and intimidation
Cyber Bullying	Involves the use of information and communication technologies such as e-mail, cell phone and pager text messages, instant messaging, defamatory personal web sites, blogs, online games and defamatory online personal polling web sites, to support deliberate, repeated, and hostile behaviour by an individual or group, that is intended to harm others.

It is important that we create an atmosphere in the Academy where pupils or adults who are being bullied or harassed (or others who know about it) feel that they will be listened to and believed, and that action taken will be swift but sensitive to their concerns.

At Bolingbroke Academy our anti-bullying approach will be forged through our core principle of responsibility and respect. All aspects of the curriculum and wider Academy life will be used to offer the opportunity to embed a clear and unambiguous anti-bullying ethos:

- **Civitas** – active citizenship will be a crucial part of a pupils' development and taught through the Civitas SMSC programme
- **Across the curriculum** – all opportunities to develop pupils' knowledge and skills set will be identified and used implicitly to prevent the occurrence of bullying
- **Pupil and Student leadership** – pupils will have ownership of our anti-bullying approach through developing responsibilities and leadership within the House System and Civitas groups.

2. Implementation

We believe that all adults and pupils within the Academy have the right to, and responsibility to ensure, a positive learning environment where nothing detracts from the value of learning. Bullying and harassment can be significant barriers to a pupils' ability to make progress and excel and therefore will not be tolerated.

In order to embed an anti-bullying approach within the Academy it is necessary to create an ethos of responsibility and respect where all members of the Academy community feel valued. High expectations of pupils' behavior will create a framework of excellent behavior but this needs to be built upon the foundations of trust, respect and tolerance.

The delivering of the spiritual, moral, social and cultural (SMSC) curriculum by the Civitas and House system will be key aspects of engendering this truly inclusive approach to learning. Personal development is a core principle of the Academy and this pastoral education will enable pupils to develop their own understanding of an anti-bullying stance and participate in its development.

Civitas

Civitas is the time designated to personal development and tutoring within the curriculum. All pupils will become a part of the wider Bolingbroke Academy community which will be complemented by the small scale identification to a House and corresponding Civitas group.

During the daily 25 minute Civitas session, pupils will fully participate in the delivery of SMSC within a 'Big Question' focus of collective worship and Assembly cycle. Each Civitas group is a small, family group for our pupils where strong trusting relationships lie at its heart. Adopting an anti-bullying approach within such a model will ensure every child is known by staff and can identify any potential signs of bullying. In addition, pupils will feel secure and able to raise any concerns with their Civitas tutor or Head of House. As the Academy develops the vertical tutoring system will create additional opportunities for pupils to provide and gain peer support. The focus of Civitas will be about developing the character of our pupils and creating active citizens with a clear awareness of rights and responsibilities.

During Civitas the topic of Bullying is explicitly dealt with and explores why bullying occurs and gives alternative ways of behaving and dealing with difficulties.

Our high expectations culture will also be a feature of Civitas where Academy expectations and sanctions concerning bullying will be made clear (please see the Behaviour Policy).

Across the Curriculum

Whilst bullying will be dealt with explicitly during Civitas and within the House System, it will be challenged implicitly through teaching and learning across the Academy. This will be achieved in a number of ways:

- By using teaching methods which encourage cooperative work and a variety of groupings so that pupils extend their relationships beyond a small group of friends.
- By demonstrating how diversity and difference enriches our community throughout our curriculum including Duke of Edinburgh activities and enrichment.

It is important for all staff and parents/carers to understand that much effective anti bullying work can be completed through the informal curriculum – e.g. in discussions with pupils during unstructured times such as Family Dining, through assembly follow up discussions at break etc.

The anti-bullying approach must be clearly visible throughout the Academy particularly in Civitas rooms and on corridors. Regularly changed displays will provide a focal point for our Academy anti-bullying work.

The role of Student Leadership in our anti-bullying strategy

To ensure that an anti-bullying approach is fully implemented across the Academy it is essential that pupils fully participate in leading their own learning within this topic and are a part of the solution focused approach.

- **All pupils** will engage with the anti-bullying approach explicitly in Civitas and implicitly by participating within the Academy.
- **All pupils have been directed to the staysafe@arkbolingbrokeacademy.org** email to report any issues of bullying; this email address is displayed on posters in every Civitas room
- The **Pupil Panel and Student Senate** will play a vital role in creating different means by which pupils can express their concerns or worries within the Academy. They have elected 4 6th form **Pupil Welfare Officers** who have received training to help support pupils in the lower school with relationship issues and to direct them to the right member of staff if needed.

- The Pupil and Student leadership teams and Pupil Welfare Officers provide role modeling of the high expectations of the Academy including outstanding behavior and communication. They will offer support and guidance for pupils in achieving our high behavioural expectations. They will also raise any concerns about bullying with the Head of House to ensure that any incidents are tracked and dealt with.

3. Roles and responsibilities: Pathways of Support for Bullying or Harassment



Incidents of Bullying Flowchart

- Pupil reports 'unease' in peer relationship to member of staff
- Establish if it meets STOP criteria
- **NO:**
 1. send to Civitas tutor / Pupil Welfare Officer
 2. inform child that they must continue to update YOU if this persists; you MUST inform Civitas tutor
- **YES:**

MUST report via staysafe email (can be pupil or staff member)

 - HoH will intervene and meet with all parties, parents informed (email for record)
 - Check-in point of two weeks later established – improvements acknowledged; victim receives clear adult go-to
 - If check-in reveals continuation of bullying, bully will be in the RR for one day on the first report then receive one day FTE on the second report

Any incident or bullying or harassment, both inside and outside of the Academy will be dealt with individually and sensitively. Each case will be different and an individualised approach will be used to deal with the issue, we will always include a restorative element in the investigation of bullying. However, bullying in the Academy will NOT be tolerated and any pupils who have bullied will be sanctioned as above.

Monitoring and Evaluation

Recording and Reporting – All bullying incidents and cases of harassment will be logged formally by the Head of House at Step 3. It can be formally logged at an earlier stage if the incident is particularly severe or is a potential Child Protection Issue.

SLT will monitor and review bullying incidents on a half termly basis as a part of the assessment and review cycle.

Student Voice – The attitudes and opinions of pupils will be regularly monitored through interviews and large scale questionnaires. These will be led by the Student Leadership structure within the Academy but will form a part of the half termly and annual assessment cycle.

Academy Development Plan – Anti-bullying as a statutory requirement will be a continual focus in the ADP.

4. Related Policies

The Family- Academy Agreement, The Ethos, Behaviour and Rewards Policy, The Exclusion Policy, the SMSC policy

5. Further Reading

For additional information on Ofsted:

<http://www.ofsted.gov.uk/resources/evaluation-schedule-for-inspection-of-maintained-schools-and-academies-january-2012>

For a full copy of the Equality Act 2010:

<http://www.legislation.gov.uk/ukpga/2010/15/contents>

Appendix A: Guidelines and Advice

Guidelines

In the first instance, it is important to make it clear to the victim that revenge is not appropriate and to the bully that his/her behaviour is not acceptable, and has caused distress. Every effort will be made to resolve the problem through restorative justice approaches- reconciliation, healing, counseling of both parties, and through the use of sanctions where necessary.

Parents/carers of both parties will be informed of what has happened, and how it has been dealt with. It is vital that everything that happens is carefully recorded in a clear factual way.

Any known bullying will always be investigated thoroughly at Bolingbroke Academy and a written record of all reported incidents kept (including follow up actions)

Advice for Pupils

- Remember that all pupils have a right not to be bullied.
- Remember that no one deserves to be bullied. You do not have to feel ashamed if it happens to you.
- If pupils are bullied they should tell someone whom they trust as soon as possible.
- Ask parents/carers, family or teachers for advice and help.
- If a pupil sees someone else being bullied, they should not stand by watching as doing nothing can suggest support for the bully.
- If a pupil sees another pupil being bullied they should tell an adult **at once** or report to staysafe@arkbolingbrokeacademy.org
- Pupils can anonymously write a note to the Principal to report bullying incidents.

Advice to Parents/Carers

- Watch for early signs of distress in children such as:
- Reluctance to come to Academy
- Pattern of minor illnesses
- Damaged possessions/clothing
- Missing items of equipment
- Aggression to brothers/sisters
- Mood swings/character changes

These symptoms may not always be an indication of bullying but some other difficulty.

1. Listen, take seriously and act upon all information you receive. Try to establish, who? What? When? and Where?
2. If you your child is being bullied contact the Academy **immediately (use phone or staysafe email as above)**
3. . Your child may be worried that telling the Academy will make matters worse. Reassure him/her that the Academy will not take hasty action but will listen to the concerns and agree with you and him/her what the appropriate steps should be.
4. With the appropriate member of staff, devise strategies that will help your child and provide him/her with support inside and outside of the Academy.
5. Do not encourage your child to hit back. It will only make matters worse.
6. Encourage your child not to try to meet the bully's demands.

Advice to Teachers and Academy Staff

- Be vigilant at all times- ensure that pupils are appropriately supervised at all times and that pupils who feel vulnerable know that they can always seek advice/support from an adult.
- If you suspect bullying is happening, talk to the pupil(s) concerned. As soon as there is problem, either ask the pupil(s) to write down what has happened or do it yourself so that it can be passed on to the Head of House or SLT.