

Dixons Allerton Academy

Policy Documentation

Policy: Anti-bullying

Reviewed: By Principal

Next Review: July 2019

Statement of Intent

Dixons Allerton Academy is committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Dixons Allerton Academy. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and efficiently. We are a TELLING school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

1. What is bullying?

- Bullying is the use of aggression with the intention of hurting another person.
- Bullying results in pain and distress to the victim.
- 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, sexual violence, sexual harassment, sexually abusive comments
- Peer on Peer physical, sexual, emotional and financial abuse, and coercive control, exercised between children and within children's relationships (both intimate and non-intimate)
- Homophobic because of, or focussing on the issue of sexuality e.g. LGBT issues
- Verbal name-calling, sarcasm, spreading rumours, teasing, peer on peer
- Cyber all areas of the internet, such as email and internet chat room misuse, sexting, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities
- It is important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

2. Objectives

- 2.1. All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- 2.2. All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- 2.3. All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- 2.4. As a school we take bullying seriously. Students should be assured that they will be supported when bullying is reported.
- 2.5. Bullying will not be tolerated.

3. Signs and Symptoms

- 3.1. A student may indicate by signs or behaviour that he or she is being bullied.

Adults should be aware of these possible signs and that they should investigate if a student:

- Is frightened of walking to and from school
- Doesn't want to go on the school bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Is bullying other students or siblings
- Stops eating
- Is afraid to use the internet or mobile phone

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

4. Staff Procedure

4.1 What to do if you think a student is being bullied.

Encourage the student to talk about his/her experiences. It may help the student just to be aware that someone else knows.

4.2 What to do if a student complains of being bullied.

- Get a complete account of the incident or incidents. Are there friends, classmates or witnesses who can verify any accounts?
- Get a written statement from the student(s).
- If you can identify the bullies as other students from the Academy, talk to your line manager
- The bullies should be spoken to regarding the complaint. An informal warning may be sufficient.
- *The student's Year Manager must be informed as to what has happened.*
- The student's Year Manager will arrange for a member of staff, chosen by the student either being bullied or at risk of being bullied, to offer support on a continual basis until such time as the student and his/her parent are satisfied that conditions have returned to normal.
- It may be appropriate to get the bullies and victims together to give their respective accounts and propose/agree to a solution – propose that sorting out the problem informally as individuals is preferable to the following scenarios: -
 - further sanctions (detention, exclusion)
 - a written record on student's Academy file (affecting future references)
 - parents being contacted
 - contacting the police (if the incident is serious)
 - referral to Educational Psychologist
- It may be appropriate to conduct separate follow-up meetings with the victim and bully to ensure that the problems have been sorted out.

4.3 What to do if you see a student being bullied.

- Challenge the students responsible – recording names and tutor groups.
- Record the incident in writing.
- Depending on the nature of the incident, it may be necessary to involve on-call who will follow the procedures outlined in the policy.
- Arrange for a meeting to discuss the incident – pointing out possible scenarios.
 - further sanctions (detention, exclusion)
 - a written record on student's Academy file (affecting future references)
 - parents being contacted
 - contacting the police (if the incident is serious)
 - referral to Educational Psychologist

The meeting may involve students (bullies and victims) and any such staff as may be considered appropriate – Year Managers, Parents, *and* Student Welfare Officer.

- A follow-up meeting with the victim must take place to ensure that the situation has been resolved and that the student knows that he or she is supported by the Academy.
- A follow-up meeting with the bully must take place to ensure that the student is supported in modifying his or her behaviour. Targets may be set and progress towards them reviewed. Support for the bully may involve referral to another agency.

5. Outcomes

1. The bully may be asked to genuinely apologise
2. In serious cases, exclusion will be considered
3. If possible, the students will be reconciled
4. After each incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

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ANTI-BULLYING POLICY FOR STUDENTS

What to do if you are being bullied:

- Find a member of staff that you can talk to. This member of staff will probably be able to help but remember that if you want the matter to remain confidential then the teacher may not be able to help
- Talk to your student leaders in your family group
- Tell a parent
- Tell a friend whom you can trust
- Tell anyone that you feel you can trust

Steps to tackle bullies:

- Give as complete an account as you can of what has happened to you
- Are there friends, classmates or witnesses who can back up your story?
- You may have to give a written account of what has happened to you. Try to get a written statement from witnesses
- Student leaders can talk to bullies about why they bully

What you do if you see a student being bullied:

- Find a member of staff, or a student leader, and tell them exactly what has happened
- Challenge the students responsible if you feel that you are able
- Record the names and tutor groups of the bullies

Possible signs that a person is being bullied:

- A student may appear to be unusually withdrawn or quiet
- He or she may be unable to concentrate in class
- His or her behaviour may change
- He or she may have unexplained cuts and bruises or give unconvincing explanations for these
- He or she may be truanting from our Academy