

ANTI-BULLYING POLICY

Approved:

Date:

Review Date:

Author:

Manor Community Academy is an inclusive school community with a focus upon achievement, progression, enjoyment and a sense of worth. Our vision and values ensure that we are committed to applying this policy in a fair, equitable and consistent manner which will ensure that the aims and objectives of the policy are met and that Manor Community Academy is further enhanced by their application. Throughout the application of this policy, we will remain committed to our principle of care, courtesy and consideration in all that we do to ensure that the needs of all of our stakeholders are met and upheld.

Statement of intent

Manor Community Academy is committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere.

Bullying will not be tolerated at Manor Community Academy. There is no such thing as acceptable bullying. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Manor Community Academy is a TELLING Academy. This means that anyone who knows that bullying is happening is expected to tell the staff. The Academy aims to work closely with bullies, victims and parents to maintain an ethos that encourages non-bullying behaviour through prevention rather than just control.

Manor Community Academy has developed this policy in accordance with the principles set out in the 'Bullying – A Charter for Action' document.

Definition

Bullying is the intention to cause harm or distress to another person and is repeated over a period of time. It is a form of aggressive behaviour in which a more dominant individual abuses the power he or she has over a less dominant individual. More than one bully and more than one victim may be involved in a bullying incident.

Bullying can be:

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

Why it is important to respond to bullying

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. All schools have a responsibility to respond promptly and effectively to issues of bullying. The Academy's teaching staff and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the Academy policy

There is no single solution to bullying problems. Teachers, parents and pupils need to consider the particular combination of factors that have led to the bullying and to offer a range of possible solutions. There is no one correct solution. However, the desired outcome remains the same - to stop the bullying and to ensure that all the pupils concerned are happy and feel safe.

Objectives of the policy

- All governors, teachers and support staff, pupils and parents should have an understanding of what the Academy defines as bullying behaviour.
- The policy on bullying behaviour should be accepted by the Governing body.
- All governors, teachers and support staff should know what the Academy policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the Academy policy is on bullying and what they should do if bullying arises.
- Bullying is taken seriously at Manor Community Academy. Pupils and parents should be assured that they will be supported when bullying is reported.

Signs and symptoms

A pupil may indicate by signs or symptoms that he or she is being bullied. Staff should be aware of these possible signs and that they should investigate if a pupil:

- Is frightened of walking to or from Academy
- Doesn't want to travel on the bus
- Changes their usual routine
- Is unwilling to go to Academy
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Feels ill in the morning
- Underachieves
- Clothes are torn or books damaged
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing (to pay bully)
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

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

Prevention

- The Academy will promote values which reject bullying behaviour and promote co-operative behaviour.
- The curriculum will be used to raise awareness of bullying including the role of the bystander. The topic of bullying will also be dealt with in ASPIRE lessons. Pupils need to understand what is meant by bullying and the difference between being a bully and simply disagreeing with another. Other relevant skills (e.g. friendship skills/problem solving skills) will be taught in ASPIRE lessons and in tutor time. At all times staff will seek to develop pupils' self-confidence and self-esteem'. Pupils will be taught to be assertive.
- Differences should be accepted and never a cause for bullying. Pupils should be rewarded for individuality.
- The Academy needs to ensure that pupils with disabilities and learning difficulties do not become the victims of bullying.
- Manor Community Academy will aim to maintain a high profile on the issue of bullying through reference to it in assemblies, the Academy Handbook, the Academy Planner, the Staff Handbook, the Induction Booklet, the ASPIRE programme and the use of notice boards.
- The Academy will aim to establish a caring environment where pupils feel able to tell staff if they are being bullied. Pupils need to be encouraged to report bullying incidents and it should not be viewed as 'telling tales'. Pupils should be encouraged to disapprove of bullying. Everyone is expected to ensure that bullying does not happen and has the responsibility to tell.
- Support of the parents will be enlisted.
- The Academy will ensure that supervision arrangements take into account times of the day and places where bullying is likely to take place.
- Staff need to ensure that they actively model non-bullying behaviour. Do not bully the bully. This gives credibility to the behaviour.
- Staff will be alerted to signs of bullying amongst pupils.
- The Academy will ensure that there is good communication between staff in managing and monitoring bullying problems. This will be achieved via use of Staff Bulletins, staff briefings and incident referral slips.
- Support will be offered to teachers, especially newly qualified teachers, in handling bullying. This will be through the N.Q.T. Induction Programme and full staff inset. Support staff (e.g. dinner supervisors) will be involved and offered support.
- Pupils will be given the opportunity to discuss ways of managing bullying through Year Representative meetings and Student Voice.
- Pupils will be given the opportunity to complete a bullying survey. The results will enable the Academy to monitor the extent of bullying and provide information for further preventive action.

Procedures to follow/action

- Pupils should be listened to, taken seriously and enquiries made. All situations should be investigated promptly and the outcome communicated to those involved.
- The victim should be reassured, given support and advice. They need to know that something will be done and that the matter will be handled discreetly and sensitively as many pupils fear reprisal. In some cases the victim may not wish for any action to be taken, they may just wish to discuss their problem.
- Every effort will be made to break up bullying gangs.
- The bully should be aware of disapproval but it is the bullying behaviour and not the pupil that should be discouraged. Disapproval should be directed at the behaviour and not at the child. Resolution not retribution.
- It is necessary to develop the ability of a bully to empathise with others. They need to be made aware of the distress their behaviour has caused others. Some bullies do not realise the full consequences of their actions.
- Involve parents as necessary. It should be made clear to the parents of all the pupils involved what actions have been taken, why they have been taken and what is going to be done to reinforce and support the actions.
- Incidences of bullying and any meetings held in Academy with parents to discuss matters of bullying behaviour should be recorded. The conclusions of such meetings should be agreed and documented. This then enables future monitoring to take place.
- Any incidents of bullying will be followed up by checking that the bullying has not re-occurred. The teacher who dealt with the original incident may need to meet the victim after the event.
- The Head Teacher and members of the senior staff may need to be involved. In extreme cases police involvement and exclusion may need to be considered by the Head Teacher.

Evaluation

Regular surveys will take place to see if the patterns of bullying change within the Academy.

The Academy aims to find that:-

- Staff become more vigilant and responsive to bullying behaviour.
- That a majority of pupils feel that the Academy is trying to reduce and prevent bullying behaviour.
- That a majority of pupils should feel that there is generally less bullying in the Academy.
- The Academy has developed an anti-bully culture so that incidents of bullying are infrequent

Help Organisations

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents' Helpline	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk