

GOSFORTH FEDERATED ACADEMIES



ANTI-BULLYING POLICY

General Statement

The School Standards and Framework Act 1998 requires maintained schools and academies to have an Anti Bullying Policy.

The Trustees values the good relationships fostered by the school and expects that every allegation of bullying will be taken seriously. The issues surrounding bullying, for both victim and perpetrator, are complex and therefore should be investigated fully. We aim to be an academy where all students feel confident to tell staff about their worries and concerns and we promote a positive social environment in which all children and young people feel valued and respected.

All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the Academy in general, and should work towards ensuring that pupils can work in an environment without fear.

Bullying is unacceptable in this Academy and will not be tolerated. The Academy also recognises that because of the verdicts in bullying cases it must take note of bullying perpetrated outside school which spills over into the Academy. The Academy will do what is reasonably practicable to eliminate any such bullying.

AIMS

- to raise awareness of, and define bullying as well as gain an understanding as to why children bully;
- to demonstrate that the Academy takes bullying seriously and that it will not be tolerated;
- to take measures to prevent all forms of bullying in the Academy and on off-site activities;
- to support everyone in the actions to identify and protect those who might be bullied;
- to demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying;
- to promote an environment where it is **not** an offence to tell someone about bullying; or
- to promote positive attitudes in pupils (including assertiveness training).

Definition of Bullying

Bullying is deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time where it is difficult for those being bullied to defend themselves. It may be that the bullying involves a group of students who are involved in a single situation who behave in a deliberately hurtful way towards a single or group of students. The result of their action is the key issue as a rule of thumb we will consider that the outcome of their collective behaviour and the perception of the victim are paramount in deciding the necessary sanction.

According to 'Kidscape':

- bullying involves aggression (deliberate) and unequal power relationship; and
- it results in pain and distress and is persistent.

Responsibilities

Trustees

The 'nominated trustee' will liaise with the Chair, the Headteacher and 'designated teacher' over all anti-bullying strategies, and individual cases where appropriate.

The Trustees will discuss, review and endorse agreed strategies on the initiative of the 'nominated trustee', and in any case will discuss the Head of School annual report on the working of this policy.

The Headteacher

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils.

The Headteacher will:

- ensure that all staff have an opportunity of discussing strategies and reviewing them;
- determine the strategies and procedures;
- discuss development of the strategies with the Leadership Group
- ensure appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, parents and pupils; and
- report annually to the Trustees.

Director of Student Support and Directors of Key Stages will:

- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both the bullied and bullies;
- keep the Headteacher informed of incidents;
- arrange relevant staff training;
- determine how best to involve parents in the solution of individual problems; and
- make a termly report to the Headteacher

- act as designated safeguarding lead or deputies.

Pastoral Staff will:

- be responsible for ensuring that the Academy's positive strategies are put into practice; and
- know the school's procedure and deal with any incidents that are reported.

Form Tutors/Heads of Year will:

- be responsible for liaising with (Pastoral & Year Managers, Senior Staff/ Leaders of Teaching and Learning) over all incidents involving pupils in their form;
- be involved in any agreed strategy to achieve a solution; and
- take part in the anti-bullying programme in the PD and Citizenship course.

All Staff will:

- know the policy and procedures;
- be observant and to ask pupils what is happening to them;
- deal with incidents according to the policy; and
- never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity.

Anti-Bullying Education in the Curriculum

The Academy will raise the awareness of the anti-social nature of bullying through the PD and Citizenship programme, school assemblies, the school council, use of tutorial time and in the national curriculum programmes of study as appropriate.

- the Director of Student Support is responsible for initiating and developing with appropriate colleagues an anti-bullying programme as part of the PSHE and Citizenship course; and
- Leaders of Teaching and Learning are responsible for introducing anti-bullying material in their programmes of study as appropriate.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by the Academy.

Procedures

How is bullying shown?

It can be:

- physical;
- verbal;
- social or psychological;
- cyber bullying; and

- often an inter-relationship between classes/groups.

Signs of Bullying

Pupils who are being bullied may show changes in behaviour, e.g. becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy.

All staff should be aware of these possibilities and to report promptly any suspicions of bullying to the Directors of KS3 and KS4, Heads of Year, Year Managers or Leaders of Teaching and Learning. Pupils will be encouraged to report incidents of bullying.

Form Tutors and PD, Citizenship teachers will include anti-bullying training in their programmes.

Dealing with Incidents

- if bullying is suspected or reported the incident will be investigated and dealt with initially and immediately by the teacher approached;
- if a racial element to the bullying is suspected the (Headteacher/Directors of Key Stages must be informed immediately;
- the teacher will record the details of the incident and inform the pastoral manager;
- the pastoral manager will interview all the parties and make a record;
- staff teaching the bullied pupil will be informed;
- the Year Manager or Sixth Form Tutor will determine in consultation with the Head of Year or Director of Key Stage the appropriate strategy and plan of action to combat the bullying;
- parents will be kept informed by the Year Manager or Sixth Form Tutor;
- any sanctions against the bullies will be determined in line with the behaviour policy.

Bullied Pupils

Staff who deal with pupils who have been bullied must always offer reassurance. Pupils who have been bullied will be given support determined by the pastoral manager in consultation with the pupil. In some cases, - if appropriate, 'no-blame' anti-bullying work may take place with the victim's permission.

Bullies

Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the Academy. However, the Academy recognises that sanctions will also have to be used against bullies. Refer to above.

Sanctions

Any of the Academy's formal punishments can be used against bullies as appropriate. For persistent offenders or incidents considered as gross acts of aggression a pupil could be permanently excluded.

Involvement of Parents

Parents, as well as all staff and pupils, should know that the Academy will not tolerate bullying, and takes a positive approach to educating pupils to combat it.

Parents of pupils who are being bullied and parents of the bullies will be involved in the solution to the problem as appropriate by the relevant Year Manager or Sixth Form Tutor in consultation with the appropriate Key Stage Director or Head of Year.

Parents will be informed of the policy and procedures and the possibility of permanent exclusion following gross acts of bullying.

Involvement of Pupils/Students

Pupils will be involved in the positive strategies through both the school council and forms/tutor groups. Pupils will have an input into the PSHE anti-bullying programme, and will be consulted on how it could be developed.

A major part of the programme will consist of educating pupils in how to cope with bullying.

Strategies for Dealing with Bullying

Useful advice can be found in the DCFS non-statutory guidance **Bullying – Don't Suffer in Silence – An Anti-Bullying Pack for Schools (64/2000)**. The pack gives guidance on whole-school policies, pupils' experiences, finding out about bullying in school, strategies to combat bullying, working with parents, beyond the classroom, and advice for pupils, parents and families, along with case studies and advice on materials.

OFSTED has also published a report on bullying in schools - **Bullying: Effective Action in Secondary Schools HMI 465** - following a survey of secondary schools and LAs. It includes pupils' accounts of bullying and their views on how it might have been prevented. It offers advice to secondary schools on how to set about tackling bullying.

A website to help bullied pupils: www.pupilline.net

Criteria for Success

Monitoring of the effectiveness of the policy will be by Directors of Key Stages, Heads of Year and Year Managers who will record bullying incidents on CPOMS and submit feedback to the Headteacher.

Counselling

The Academy is prepared in appropriate cases to arrange counselling for both bullies and the bullied.

Kidscape gives advice on child safety policy, runs a Helpline for parents and children - Tel: 0845 1 205204 and organises free one-day sessions for bullied children.

Reporting and Recording

All incidents must be reported and recorded using the school’s CPOMS System.

Staff Training

The Director of Student Support is responsible for arranging a programme of staff development, which will include anti-bullying strategies. This will include training for education support staff and governors as well as teachers.

Monitoring and Review

The Director of Student Support will keep and consider reports on serious incidents, and make a termly report, with statistics, to the Headteacher. The Headteacher will consider the reports with the Senior Leadership Team to determine what can be learned from the incidents and how they were handled with a view to improving the school’s strategies.

The Headteacher will make an annual report to the Trustees.

DFE

Racist attacks are committed not only against a community but also in the eyes of offenders themselves, on behalf of a community - they see themselves as supported by their friends, family and peer group, and they may well feel it is right and proper to take the law into their own hands.

A holistic approach involves dealing with bullying around racism, religion and culture within a context that involves bystanders as well as ringleaders and puts a school's energy into actively changing behaviour.

National Children's Bureau found disabled children and these with visible medical conditions can be twice as likely as their peers to become targets. Mencap found nearly 9 out of 10 people with learning disability experience some form of bullying, over 2/3 on a regular basis.

Date approved:	September 2019
Signed:
Date to be reviewed:	September 2020