ANTI-BULLYING POLICY

Bloxwich
Academy

Published Date: September 2018

Review Date: September 2020

Review led by: Bloxwich Academy
Secondary site
Anti Bullying Committee
Mr I. Chamberlain
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Aims

The aim of this policy is to provide a working document giving clear guidance to governors, staff, parents and pupils on strategies to prevent, reduce and respond to bullying, as well as how to work with the victims and perpetrators.

INTRODUCTION

We are committed to **protect** all members of our school community from being bullied by providing a **caring**, **friendly** and **safe** environment so that learning is completed in a relaxed and secure atmosphere.

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone. Anti-bullying is when **everyone** in the school realises that bullying is unacceptable. **EVERYONE** has a part to play to **stop bullying**.

We will not accept bullying of any kind. We take bullying most seriously. Bullying can be from an individual or from a group but it is always intended to upset. We encourage respect for others through good manners, tolerance of differences and having the ability to work alongside all people. We encourage good behaviour and respect for others.

We are a TELLING school. This means that anyone who knows that bullying is happening is expected to let someone know so that the bullying will stop. We are also a **LISTENING** school and we are committed to **listen** to pupils, parents and staff who report issues of bullying and to take the concerns seriously. **We want everyone to look after each other. Pupils and parents should be reassured that they are doing the right thing by TELLING.**

What is Bullying?

We define bullying as the behaviour by an individual or group, usually repeated over time, that intentionally hurts another person or group of people either physically or emotionally, including the use of social media to intend to hurt an individual or groups.

Bullying can be:

- **Emotional**: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical**: pushing, kicking, hitting or using violence, damaging belongings.
- **Racist**: racial taunts, graffiti and gestures
- **Sexual**: unwanted physical contact or sexually abusive comments
- **Homophobic**: focussing on an issue of sexuality
- **Verbal**: name-calling, sarcasm, spreading rumours and teasing
- **Cyber**: all areas of internet, such as email and internet chat room misuse. Mobile threats using text messages and calls. Misuse of associated technology e.g. camera and video facilities
- **Alienation:** being isolated from an activity/group.
- **Discrimination:** the unjust treatment of people due to differences.

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ROLES AND RESPONSIBILITIES

Creating a **safe environment is essential** for effective learning and ensures that all pupils' have a positive experience of learning in school. Expectations of appropriate pupil behaviour must be made clear. This requires a '**whole' school approach** which aims to develop a shared awareness and understanding so that a consistent approach to bullying will be taken. All members of the school community (pupils and staff) share the responsibility for preventing and stopping bullying.

The Headteacher and Leadership team will:

- Disseminate the policy to the whole school community
- Implement the policy effectively
- Train staff and raise awareness
- Monitor, review and evaluate the effectiveness of the policy
- Report to the governors on request
- Liaise with the Local Authority and Matrix Trust to ensure best practice

Governors will:

- Support the Headteacher
- Help to build positive and supportive relationships with parents through mutual understanding and trust
- Liaise with the Local Authority to ensure that the best advice is available and that the school policy is in line with National and Local guidelines

Staff will:

- Take all reports of bullying seriously and respond to each incident accordingly
- Inform the Head of House of any concerns/incidents regarding bullying and any actions taken
- Head of House will take appropriate action to support victim and perpetrator

Pupils will:

- Take responsibility for their own behaviour and actions and treat one another with respect and kindness
- Report any incidents of bullying to a member of Staff / Prefect / Anti-Bullying Representative / Bully Box / Parent/ through the online form
- Report any incidents that have occurred over social media sites.

Parents will:

- Inform school of concerns raised by their child
- Support key messages being given to their child and where appropriate attend meetings and contribute in a positive way
- Report any incidents of bullying via the online form

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ROLES AND RESPONSIBILITIES (continued)

The Anti Bullying Committee will:

- Raise awareness of all aspects of anti-bullying such as emotional, physical, racist, sexual, homophobic, verbal and cyber through activities/events and assemblies
- Act as a voice for pupils
- Lead assemblies
- Review Anti-Bullying Policies
- Encourage new ideas
- Be visible at break and lunch times
- Represent the committee in the success centre to support students/staff during break
- Report any incidents of bullying that they become aware of
- Provide support for victims and bullies
- Form a link with Bloxwich Academy Primary site
- Create PSHE lessons on bullying issues for Anti-Bullying Week
- Create surveys for pupils on aspects of bullying

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BLOXWICH ACADEMY IS A "TELLING SCHOOL"

What to do if you are being bullied

If you are being bullied who can you tell?

- A friend
- Anti-Bullying Committee Representative
- Put a note the **Bully Box** (located in the Success Centre by the entrance)
- Go to the Success Centre
- Head of House
- Learning Support Assistant
- Teacher
- Form Tutor
- Parents
- Prefect
- Leadership
- Contact any of the organisations linked to bullying

Associated Organisations

Childline	08001111 www.childline.org.uk
KIDSCAPE	02077303300 / Parents Line 02078235430
Parentline Plus	08088002222
Bullying Online	www.bullying.co.uk
Kidscape	www.kidscape.org.uk
Bully Free Zone	www.bullyfreezone.org
Anti-Bullying Alliance	www.anti-bullyingalliance.org.uk
Stonewall	www.stonewall.org.uk
	Resources available for PSHE from Stonewall
Young Minds	Text: 85258/ Parent's helpline: 08088025544

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EFFECTIVE STRATEGIES TO PREVENT BULLYING

At Bloxwich Academy we have a range of strategies which can be employed. We acknowledge that all children can make mistakes. We are responsible for dealing with allegations of bullying and use a variety of strategies:

- Investigation of all allegations of bullying
- Assemblies - House and Form
- Poster and leaflet campaigns - designed and written by pupils
- Raising awareness about bullying through Anti-Bullying Week in November
- Self-esteem courses for pupils
- Mediation
- Bully Box - anonymous postbox
- Staff training
- Behaviour Policy
- Uniform Policy
- Anti-bullying Representative support at break times in the Success Centre
- School Council Representative in every tutor group
- Counselling
- E safety awareness
- Anonymous online report system
- Mentoring of students who have been vulnerable to bullying

RESPONSES TO BULLYING

Sanctions for the bully

- Withdrawal from lessons
- Apology / bully to speak to victim
- Parents informed about behaviour of their child
- Outside agencies informed to support where appropriate
- Detention
- Isolation
- Fixed term exclusion or permanent exclusion
- Report card (Form Tutor/Head of House/Leadership)
- Bullying reflection task
- Mentoring of pupil by anti-bullying prefect

Working with the Bully

- Education of the bully
- Counselling
- Mediation
- Anger Management course
- One to one interview
- Parental support and involvement
- Social and emotional aspects of learning
- Peer mentoring by prefect/anti-bullying committee member

Working with Victims

- Counselling
- Time Out cards
- Private diaries
- Mediation
- One to one interview
- Parental support and involvement
- Peer mentoring by prefect/anti-bullying committee member

Anti Bullying Committee Contact: Mr I. Chamberlain/ Mr A. Booth