



Harris Church of England Academy

Policy

Anti Bullying Policy

To be tabled at Academy Governance Committee for Approval

Date Tabled:	Sept 2019
Review Date:	Sept 2027

Assessment of Policy's Impact

Harris Church of England Academy has a responsibility and a desire to provide an atmosphere which is secure, caring and protective to all. We believe that all members of the academy community should be valued and treated with respect. The Academy affirms the equal worth of every child and their contribution to the Academy and to the Community.

Harris rejects any behaviour, verbal statements or physical actions, which could in any way imply inequality or disrespect for differences based upon individual needs, gender, age, race or religion etc. Pupils are encouraged to gain awareness of the things that divide people along with the causes of division. Governors, staff and pupils are expected to recognise that there is no loss of face in admitting weakness.

Therefore, all forms of bullying are unacceptable and will not be tolerated. No one can function successfully if they are subject to bullying. As a community we will work together to help victims of bullying, work with parents and support improved behaviour from the bullies.

The Nature of Bullying

There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves against

Bullying can take many forms, but three main types are:

- Physical – hitting, kicking, intimidating behaviour, offensive gestures, taking belongings
- Verbal – name calling, offensive remarks, racist remarks, homophobic remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious emails or text messages. Misuse of camera phones, websites, internet chat rooms and other forms of social media (please refer to our Online Safety Policy for more information).

We all have a responsibility to respect everyone's right to be safe.

Aims

Through this policy we aim to:

- Create a pleasant caring Christian environment for all students and staff where everyone is valued and treated with respect.
- Ensure that everyone in our community knows that bullying is unacceptable behaviour.
- Create a safe environment where students and staff can work/learn, teach.
- Socialise and talk about their concerns confident that another person will listen, offer help and act when necessary.

- Encourage strong links between home and academy enabling problems to be shared and dealt with sympathetically and confidentially.
- Support the well-being of the whole child by recognising that intellectual success is dependent on moral, psychological, emotional and physical health.

Procedures to Follow

- **All staff** should respond positively by challenging all incidents of bullying.
- Incidents will normally be investigated by the pastoral team. Referrals may be made via a form tutor or direct from a parent, teacher or student. If for any reason a parent or student is unhappy about the way in which the bullying complaint has been responded to, they should contact the Headteacher, who will ask a senior member of staff to investigate.
- All involved will be asked to provide a written statement.
- All incidents of bullying will be logged, Head of Year made aware and kept on student files.
- The victim and bully should be interviewed separately as soon as possible and counselled as appropriate in order to stop the bullying. A meeting between the bully and the victim may be beneficial.
- Reconciliation work will be done between all students involved and supported by pastoral staff / Head of Year as necessary to avoid further incidents.
- In serious cases parents/carers will be asked to come into the academy to discuss the problem.
- Bullying is considered to be a serious breach of the Academy's Code of Behaviour and any sanctions given will be in line with the Academy's Behaviour Policy. These may include:
 - official warnings to cease offending
 - detention
 - suspension from certain areas of the academy premises
 - bans from school email, and / or Internet services
 - internal suspension
 - fixed-term suspension
 - permanent exclusion

Advice to students on how to deal with and report bullying is available on our website, as follows:

If someone is bullying you in school, or on your journey to or from school:

Tell someone!

- A friend;
- A teacher (class teacher, tutor, Head of Year, member of the pastoral team);
- Any adult in school;
- Older students (prefects have silver ties and badges);
- Someone at home;
- Use the '**Report for Support**' link, which is visible on the school website.

Monitoring, evaluation and review

The Academy will raise awareness of bullying through:

- Promoting and implementing the policy throughout the academy.
- Inclusion in PSHEE lessons, tutor periods, regular assemblies and subject areas, as appropriate, in order to eradicate this type of behaviour.
- Holding an annual anti-bullying week.
- Activities relating to Online Safety.
- Participation in Safer Internet Day
- Encouraging students to air their views, via their representatives, at Student Voice meetings
- Using questionnaires to gain feedback from staff, students and parents/carers.
- Anti-bullying ambassadors.
- Student voice anti-bullying team.

This policy will be reviewed annually by the governing body and SLT, in order to assess its implementation and effectiveness.

Websites for further information

- www.antibullyingalliance.org
- www.childline.org.uk
- www.kidscape.org.uk
- www.nspcc.org.uk
- www.internetmatters.org/issues/