THE ACADEMY OF ST NICHOLAS

Anti-bullying Policy

Review Period	Annually
Person Responsible for Policy	Headteacher
Governing Committee	LGB
Date of Governor Approval	January 2020
Date for Review	January 2021

Statement of Intent

THE ACADEMY OF ST NICHOLAS is committed to providing a caring and safe environment for all students so that they can learn in a secure atmosphere. Bullying of any kind is unacceptable in our Academy. If bullying does occur, all students should feel able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff.

What is bullying?

Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Examples of bullying:

Name-calling, taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; and spreading rumours. Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others.

Bullying can seriously damage a young person's confidence and sense of self worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness the bullying can cause emotional harm, and the impact on parents and school staff can be significant.

Specific types of bullying include:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs or disabilities (SEND).
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying including any social media related incidents

Our Academy Community

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively.
- Reports back quickly to parents/carers regarding their concerns on bullying.
- Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant statutory voluntary organisations when appropriate.

What the Academy will do if a student complains of being bullied.

- Compile a complete account of the incident or incidents. Are there friends, classmates or witnesses who can verify any accounts?
- Take a written statement from the student(s).
- The bullies to be spoken to regarding the complaint. An informal warning may be sufficient.
- The student's Head of Year must be informed as to what has happened.
- The student's Head of Year 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 as per the Restorative Practice system in the Academy
- It may be appropriate to conduct separate follow-up meetings with the victim and bully to ensure that the problems have been sorted out and all parties have moved forward.

What staff will do if a student being bullied - Confronting Bullies.

- Challenge the student's responsible – recording names and tutor groups.
- Record the incident in writing (via email to relevant staff or through Class Charts).
- Depending on the nature of the incident, it may be necessary to inform the Assistant Head of School for Behaviour who will follow the procedures outlined in the policy.
- Arrange for a meeting to discuss the incident – pointing out the consequences that may follow if the issues are not resolved as per the Restorative Practice guidance
- The meeting may involve students (bullies and victims) and any such staff as may be considered appropriate – Form Tutor, Headteacher, Director of Progress, Parents, and School Based Police Officer, Assistant Head of School for Behaviour.
- 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. Support for the bully may involve referral to another agency.

Support for staff - Possible signs that a student is being bullied.

- A student may appear unusually withdrawn and uncommunicative.
- He or she may be unable to concentrate in class.
- His or her behaviour may change e.g. a student's participation in Academy and other activities may be reduced.
- He or she may experience psychosomatic complaints.
- He or she may have unexplained cuts/bruises – or give unconvincing explanations.
- There may be unaccountable and repeatable damage or loss to bags, books, equipment and money.
- There may be intermittent and long term absences from the Academy
- A student may truant from the Academy.

Anti-Bullying Policy – Guidance for Students in the Academy of St Nicholas

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. Your tutor is probably the best person to see in the first instance.
- Talk to responsible peers.
- Tell a parent.
- Tell a friend who you can trust.
- Tell anyone that you feel you can trust.

Possible signs that a person is being bullied:

- A student may appear to be unusually withdrawn or quiet.
- They may be unable to concentrate in class.
- Their behaviour may change.
- They may have unexplained cuts and bruises or give unconvincing explanations for these.
- They may be truanting from the Academy.

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 support what is being put forward?
- You may have to give a written account of what has happened to you.

What you do if you see a student being bullied:

- Find a member of staff and tell them exactly what has happened.
- Challenge the students responsible to prevent further distress if you feel that you are able.
- Record the names and tutor groups of the bullies.