



Thinking Schools Academy Trust

“Transforming Life Chances”



The Victory Academy

Anti-Bullying Policy

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Position: Assistant Headteacher

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The Victory Academy Anti-Bullying Policy

Ethos

The Victory Academy is committed to providing a safe, caring and friendly environment so pupils can learn in a positive and secure atmosphere. We seek to ensure that difference and diversity in pupils is celebrated and maintain a positive atmosphere by treating all members of the school with respect and courtesy. Bullying of any kind is unacceptable at The Victory Academy. If bullying does occur, all pupils, whether they are being bullied or know someone who is being bullied, should feel able to tell and know that incidents will be dealt with promptly and effectively.

Aims

- To ensure all stakeholders have an understanding of bullying in all its forms and can differentiate between bullying and conflicts.
- To help pupils understand how their actions may be perceived as bullying by others.
- To reduce the likelihood of a pupil being a victim of bullying.
- Develop individuals' self-esteem and respect for others; develop empathy and emotional intelligence.
- To ensure all pupils are clear about the actions they should take if they are bullied or observe bullying.
- To ensure all pupils have an understanding of actions that will be taken if they experience or are involved in a bullying incident.
- Have strategies and interventions to support pupils who have been bullied.
- Have strategies and interventions to support pupils who bully.
- Ensure that a high level of awareness of the Anti-Bullying Policy and its aims is maintained through CPD, Anti-Bullying Week, and the wider curriculum.
- To provide clear procedures for staff to follow if they become aware of any bullying incident.
- Ensure that Governors, parents and members of the local community are aware of the Academy's policy on bullying.

Roles and Responsibilities

The whole school community including Governors, Senior Leadership, teachers, pupils and parents/carers have a role in ensuring the Academy remains a safe a caring place for all.

All staff will be responsible for ensuring that the policy and procedures are followed and fairly and consistently applied to ensure pupil safety.

The 'pastoral team' (including tutors, Victory Citizenship teachers, Heads of Year and non-teaching staff) are responsible for ensuring pupils know the types of bullying, can differentiate between bullying and conflicts and what to do if pupils are victims of bullying.

All pupils are responsible for their own behaviour and by following Home Academy Agreement will ensure that bullying does not occur or, if they observe any incident, they will report it immediately to a member of staff.

Parents and carers are expected to take responsibility for the behaviour of their child both inside and outside the school. Parents must be aware of the use of need to monitor the use of electronic devices that could be used to cause harm.

The Definition of Bullying

The Academy has adopted the Diana Award definition of bullying.

'Bullying is repeated, negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.'

- A bully is a person who habitually seeks to harm or intimidate those whom they perceive as vulnerable.
- Bullying is often carried out by a group rather than a single person.
- Bullying is not the one-off or thoughtless comments or actions that can often occur. It is not the conflicts that arise between pupils, especially during the break up of friendships.
- Bullying is deliberately hurtful behaviour.
- Bullying may also occur through ignorance, e.g. by the casual use of racist, discriminatory or homophobic language.
- Bullying results in pain and distress to the victim who may feel powerless to defend themselves. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Bullying results in pain and distress to the victim.
- Bullying can take place several times a week or day. It can go on for months and even years.
- There is recognition that bullying occurs often beyond the realm of an Academy but can have manifestations in an Academy. We have an expectation of parents that they should be supportive in the process of eliminating any form of bullying.

Pupils may be bullied on the grounds of:

- Race, Nationality or language
- Gender (transphobia)
- Physical appearance
- Sexual orientation (including homophobia and biphobia)
- Disability
- Educational needs
- Socio economic status
- Religion
- Other real or perceived differences

Bullying can be:

Emotional - being unfriendly, excluding or tormenting (e.g. hiding books, threatening gestures)

Physical - pushing, kicking, hitting, punching or any use of violence

Racist - racial taunts, graffiti, gestures or assumptions

Sexual - unwanted physical contact or sexually abusive comments

Homophobic - because of, or focussing on the issue of sexuality

Verbal – name calling, sarcasm, spreading rumours or teasing.

Cyber - Mobile threats or inappropriate language and imagery by text messaging and calls, misuse of associated technology such as cameras, actions on social media applications and online gaming. The Education and Inspections Act 2006 (EIA 2006) outlines some legal powers which relate more directly to cyberbullying and gives the Headteacher (and their staff) the power, 'to such an extent that is reasonable', to regulate the conduct of pupils when they are offsite. The EIA also provides a defence for school staff in confiscating items such as mobile phones from pupils.

Education

The Academy seeks to educate all pupils on the harm and impact associated with bullying. The below is a list of some of the approaches the Academy takes towards educating pupils.

- The Academy definition of bullying is displayed throughout the Academy.
- 'We Are Victory Pledge' identifying the Academy approach to inclusion.

- Preventative education as part of the Victory Citizenship curriculum different characteristics are explored.
- Whole school calendar of events focused on inclusion, challenging prejudice and discrimination, including sexism and misogyny/misandry.
- As part of the Victory Citizenship curriculum relationships and healthy relationships are explored.
- Focused weeks for Anti-Bullying
- Assemblies and Learning Period 1 focused on specifically on anti-bullying.
- Assemblies and Learning Period 1 focused on promoting British Values of Mutual Respect and Individual Liberty
- Focused weeks for Online Safety/Safety Internet Day
- Peer Ambassadors trained to support pupils within the Academy.
- Staff are trained on the Academy approach and response to bullying as part of Child-on-Child abuse.
- Information is shared with parents about how they can support their child.

Signs and Symptoms

A pupil may show signs or behaviour which indicate that they are being bullied. Staff, parents and pupils should be aware of these possible signs:

The pupil

- Is frightened of travelling to or from school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Regularly feels ill in the mornings
- Begins truanting (Missed Learning Opportunity)
- Becomes more anxious or more withdrawn or more lacking in confidence
- Attempts or threatens suicide or runs away
- Begins to do poorly in school work
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating (money/lunch has been stolen)
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above.

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

Procedures

Staff

Where staff become aware of incidents or have concerns about the welfare and safety of other pupils, and feel that this could be related to bullying, they should record this on Arbor immediately. From this an automatic notification will be received by the Lead DSL, Student Services Manager, Deputy Headteacher – Inclusions and Assistant Headteacher – Behaviour and Attitudes. This is also available to parents of the alleged aggressor through the Arbor app. Pupils involved will be asked to write an account of the incident through a Pupil Voice statement. The Academy will keep a full record of all incidents electronically through Arbor.

The staff named above will retain oversight of all incidents and ensure, in conjunction with other relevant staff, that the correct response is enacted. These named staff will confirm the next steps to include any sanctions for perpetrators, education of perpetrators and support for victims.

Sanctions will be dependent on the level, seriousness and persistence of the bullying. Each incident will be assessed and with an appropriate sanction issued. This could range from an apology and assurance that the bullying will stop, a detention, a meeting with parent/carer or a temporary exclusion from certain areas of the Academy's premises. This list is not exhaustive. In more serious cases, Internal Reflection (IRR), Alternative School Reflection (ASR), suspension or permanent exclusion might be considered and sanctioned.

Support for victim will be ongoing. Where there are repeated concerns a safety plan will be put in place as agreed by the pupil, Academy and parent/carers.

Students

If you are a victim of bullying

- Tell a member of staff who you feel comfortable talking to.
- The member of staff will report it to your Form Tutor or Head of Year.
- Your Form Tutor or Head of Year will talk to you and get all the details.
- Your Form Tutor or Head of Year will then talk to the accused person(s).
- Your Form Tutor or Head of Year may wish to talk to you and the accused of bullying together. Your wishes will be taken into consideration.

If you witness bullying

- Report the incident as soon as possible to a teacher or member of the support staff.
- Pupils sometimes feel reluctant to pass on the information in case they are seen to be "a grass or a snitch" but stopping bullying is the **right thing to do**.
- You will be asked for the details by your Form Tutor or Head of Year and these will be written down for reference.

If you take part in bullying

- You will be caught and you will have to take the consequences for your actions.
- You will be interviewed by a member of staff and the information will be passed on to your Head of Year, member of the Pastoral team or the Lead member of staff on Behaviour & Safety.
- The consequences will depend on the severity of the bullying and length of time the bullying has been carried out for.

Parents

The Academy takes any issue seriously and will always deal with parent and pupil concerns. Parents should contact the Academy as soon as they have any concerns. Parents may be expected to attend the Academy to discuss issues.

This policy should be used in conjunction with the following policies:

Behaviour for Learning Policy

Safeguarding Policy