



Bullying Policy

Policy Devised: 04 Apr. 06
Adopted on: 14th July 2016
Review date: July 2018

Headteachers and Governors have a legal duty under School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and bring procedures to all stakeholders. Schools have a duty to 'safeguard' and promote welfare of pupils (Education Act 2002). Government guidance advises that the Policy should address the bullying of staff by pupil ('Safe to Learn' DCSF 2007).

Definitions of bullying:

Prejudicial behaviour
Not a one-off set of behaviours
Includes:

Name Calling
Physical Threats
Physical Abuse
Isolation
Interfering with personal property
Cyber bullying
Text bullying
Homophobic Bullying
Racist Bullying

Rationale:

Bullying in its various forms takes place in all communities. Pool Academy is no exception. We recognise that bullying can occur in all parts of the community including classrooms, corridors and in the playground. The schools ethos is driven by a genuine care for the individual.

No one should suffer from persecution or prejudice. Bullying is a specific behavioural, emotional and social issue and we believe that all those affected should be guided, supported and empowered. We believe that all those who bully should be guided and supported.

Policy Aims:

- To support and deal fairly with all those concerned.
- To build a more harmonious community.
- To further the development of emotional literacy.
- To increase the reporting of bullying incidents and ultimately to reduce the incidents of bullying.

- To maintain a system of recording incidents of bullying.

Reporting & Recording:

We recognise the need for consistency.

Response to Report of Bullying



ACTION

LISTEN

OFFER OPTIONS AND GUARANTEE CONFIDENTIALITY

Monitor

Tutor/Class Teacher observation

Review meeting- "How's it going?": "Things better?"

Support

Year 11 Buddies

Discussing what happened

Informing parents

Counselling

Chosen Member of Staff

Outside Agencies

Encourage dialogue with parents

Cyber Mentors

Peer Mentors

Intervention

Interview other parties (No Blame Approach)

Peer Mentor involvement

Awareness Raising Programme

Sanction – Parental involvement

Restorative Justice

Information passed to Student Guidance

LOG

Record on Sims

FOLLOW-UP

Even if pupil wanted NO ACTION to be taken at the time of report, it is important to set a future date to check situation.

It is important that the person being bullied is given options. They may simply want to 'unload' and not want anything taken further. The victim needs to be told that any communication may have to be shared. In this event a confidential log is kept and follow-up agreed.

It may be that the 'victim' is caught in a cycle whereby they are putting themselves into conflict situations. It is important to recognise this and offer one-to-one support.

Once an individual requests action be taken they have to trust that we will deal with it confidentially and take appropriate and supportive action. It is important to let them know that something HAS been done although they may not always be informed of exactly WHAT has been done. This is also relevant for parents to note as information in regards to other students will not be shared. This feedback was seen as being essential in order to encourage pupils to feel that their concerns have been dealt with.

Certain disclosures may need to be escalated as a student guidance incident.

As far as those 'reported' are concerned:-

If the reportee requires no action, the perpetrators name should still be logged as it may be that the same name crops up again and again. In this situation perhaps the reportee can be informed that s/he is not alone. Such a 'rash' of reports may well need Heads of House/Tutors/Counsellor to see the individual concerned and outline the numerous observations about their behaviour.

Interviews with those reported as being bullies need to tackle two issues..

- a) The schools expectations with regards behaviour and conduct.
The 'sanction' route
- b) The need for this behaviour to be challenged and modified
The 'support' / 'no blame' route

Restorative justice techniques may be applied by trained Pool Academy staff if this is acceptable to the 'victim'. All Pastoral Support Managers are trained. These staff work with the perpetrator and victim and parents / carer to help the perpetrator understand the harm they have caused and to amend their behaviour in the future.

Government guidance advises that the policy should address the bullying of staff by pupils ('Safe to Learn' DCSF 2007)

ACTION POINTS:

Publish names of key staff who can be contacted by parents – refer to current list of Pastoral key staff on the school website.

APPENDICES

Appendix 1

Bullying

Bullying can include the following:

- *name calling and teasing*
- *threats and extortion*
- *physical threats or violence*
- *interference with or damage to someone's personal belongings*
- *leaving pupils out of social activities deliberately and frequently*
- *spreading malicious rumours*
- *Homophobic bullying*

If you are being bullied

- *try to stay calm and look as confident as you can*
- *be firm and clear – look them in the eye and tell them to stop*
- *get away from the situation as quickly as possible and*
- *tell an adult what has happened straight away.*

After you have been bullied

- *tell a teacher or another adult in your school*
- *tell your family*
- *if you are scared to tell a teacher or an adult on your own, ask a friend to go with you*
- *keep on speaking until someone listens and does something to stop the bullying*
- *go to the Pastoral Support Team*
- *don't blame yourself for what has happened*

When you are talking to an adult about bullying, if possible be clear about

- *what has happened to you*
- *how often it has happened*
- *who was involved*
- *who saw what was happening*
- *where it happened*
- *what you have done about it already*

If you are involved in bullying another student, a member of staff may well issue a sanction, contact your parents, ask you to attend a bullying support group to help you stop bullying. Your name will be logged each and every time you are reported for bullying.

Appendix 2

Prefects

There will be approximately 50 prefects in the new Year 11 who have a variety of important roles and responsibilities around school, one of which is assisting younger students with any bullying issues. The Head Girl and Boy regularly speak to younger students through year and whole school assemblies regarding settling into a new year or term and other peer group issues. It is proven that having positive role models and peer group examples help tackle any bullying issues that may otherwise occur. Some prefects have either been perpetrators or victims of bullying and it is proven that the prefect system is effective in remedying these issues and reforming those individuals. All Prefects are involved in managing corridor behaviour during break, lunch and between lessons. During break and lunch certain Prefects have duties patrolling common rooms and toilets to assist staff on duty.

Buddy System

All Year 10 are buddies to Year 7 students and Year 9 are buddies to year 8. Throughout the year there are a series of organised events, meetings and assemblies where the buddies get to formally meet. In between these times they are encouraged to regularly meet up. This has a two way benefit of the older year taking responsibility and the younger year having support.