

ARK KINGS ACADEMY ANTI-BULLYING POLICY

It is the entitlement of every child and adult in the school to be equally valued and respected and the responsibility of all to show understanding and respect for others.

No school could ever say that bullying won't occur. However, if there are cases of bullying in any form at the academy it will not be tolerated. This policy outlines how the academy seeks to prevent it happening and in situations where it does how we will respond.

General introduction

It is very important to be clear about what is, and is not, bullying. There are many definitions and perceptions of bullying, but all recognise that bullying is sustained and takes place where there is an imbalance of power.

For the purposes of this policy bullying is defined in the following way:

- **Bullying** is the repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted (cyber bullying), or emotional abuse, or through attacks on the property of another. It may include, but not be limited to, actions such as verbal taunts, name-calling and put-downs, including ethnically-based, sexual orientation-based or gender-based verbal put-downs, and extortion of money or possessions.
- **A bully** is an individual who tends to torment others either through verbal harassment or physical assaults, or through more subtle methods of coercion.
- **Cyber bullying** is bullying through the use of communication technology like mobile phone text messages, e-mails or websites. This can take many forms, for example:
 - Sending threatening or abusive text messages or e-mails, personally or anonymously
 - Making insulting comments about someone on a website, social networking site (e.g.: Facebook) or online (blog or YouTube)
 - Making or sharing derogatory or embarrassing videos of someone via mobile phone or email (such as 'Happy Slapping' videos)

'Sexting' is the sending and receiving of sexually inappropriate images or messages, using a mobile phone or the internet. It is illegal for children under the age of 16 to do this and will be referred to both the police and social care. An investigation will be undertaken and appropriate action taken.

It is illegal for a pupil to retain a sexually inappropriate image of another pupil and show it to other pupils. Again, this will result in a referral to the police and social care. It is likely that any pupil doing this will be excluded for a fixed period.

The aims and objectives of the academy in relation to bullying are to:

- Ensure all students, teachers and parents know that bullying will not be tolerated.
- Ensure clarity and agreement about what is and is not bullying.
- Ensure whole school awareness of the rights and responsibilities of all pupils with regard to bullying.
- Involve all members of the school, staff and pupils in helping to prevent bullying and to confront it when it occurs.
- Encourage pupils to report instances of bullying.
- Ensure that all pupils, parents and staff know what preventative steps the school takes and how these are implemented.
- Ensure all pupils, staff and parents know the procedure to follow when bullying occurs.

In dealing with bullying we aim to:

- Eliminate the bullying itself.
- Support the victim by resolving the problem and by building up his/her self esteem and where appropriate developing strategies to avoid bullying.
- Bring the perpetrator to realise the unacceptability of his/her behaviour and the consequences should it continue.
- Investigate the cause of the bullying behaviour and where appropriate work with him/her to modify his/her behaviour.
- Reconcile the perpetrator and the victim.

The schools response to bullying is achieved in various ways:

Year 7 New pupils will be given a planner on arrival which includes what to do if a students feels he/she is being bullied. Dealing with bullying will also be discussed, where relevant, in the Year 7 Settling in Evening and regularly with the form tutor and raising awareness through assemblies.

Mid-phase transfer students are assigned a buddy to help with the first few days and are placed in a tutor group. The tutor will take time to discuss what to do if the pupil is being bullied.

Assemblies will be delivered by the pupils to highlight the issues. These assemblies focus on:

- Clarifying and defining what is and is not bullying, raising awareness of the difference between disputes, endings of friendships and bullying behaviour.
- Cyber bullying as part of safety.

- encouraging zero tolerance of bullying behaviour, encouraging a sense of social responsibility and the courage to speak out when necessary, and ensuring pupils know what they can do if they or someone else is being bullied.

Form tutor time will be used to discuss further what is and is not bullying, and what students feel could or should be done. Work and ideas emanating from these lessons will be fed into the system to inform and add to the strategies already being used. Form tutors will be trained in reconciliation techniques to ensure that issues of bullying can be properly aired and addressed within the lessons.

We will also focus on the positive nature of well being in all situations.

The Academy uses a software package that monitors activity on the whole school network. It is checked daily for any reported incidents of bullying, including cyber bullying.

The School Council will be consulted on anti-bullying policy and strategies, including a school 'bully box' where bullying and bullies can be reported. This will be placed with confidentiality in mind and monitored by Student Support Managers and Vice Principals.

Students will be able to discuss the issues raised without knowing the identities of the pupils concerned and suggest strategies.

Nominated pastoral staff (Vice Principals, Senior Form Tutors, Student Support Managers or Form Tutors) will mediate between the bully and the victim where appropriate. The victim will be encouraged to tell the bully how the actions of the bully made them feel. The bully will be given an opportunity to apologise.

The School Council will develop a Bullying Intervention Charter which will be placed in the Academy planner in addition to the Code of Conduct.

Record keeping

Incidents of bullying are recorded on e-portal by the member of staff investigating the incidents. Serious concerns about bullying will result in the parents of the pupil being invited into school to meet with the Head of Year.

Pupils who feel they are being bullied will be asked to keep a detailed record of incidents.

Sanctions

The varying nature and varying degrees of bullying require a range of responses and a range of sanctions.

Anyone who bullies someone will be seen and spoken to about this by their Form Tutor/ Student Support Manager/ Senior Form Tutor / Vice Principal.

In appropriate cases, (and particularly, though not exclusively, where the perpetrators do not attend the school and the bullying occurs elsewhere), the police liaison officer is involved, to advise the victim on what steps can be taken.

Where the perpetrator is part of the school he/she would stress the seriousness of the matter and the possible consequences if it were to continue.

In the cases of a first and minor incident an informal warning may be sufficient. This would be recorded as a detention for bullying on e-portal.

Where a pupil is found to persist in acts of bullying, despite warning, it may be necessary for the pupil to be removed from lessons and sent to *Reflection* or *Isolation* for a fixed period and sit an after school detention.

In certain circumstances, the Principal may decide to issue a fixed term exclusion. A fixed period exclusion might also be given even if there have not been previously recorded warnings, or if the seriousness of the bullying warrants it.

As a last resort, or in extremely serious cases, permanent exclusion would be considered.