Brookvale ACADEMY

Academy Policy

Anti-bullying Policy

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1. Anti-Bullying

1.1. Definition of Bullying

1.1.1. Bullying is a subjective experience and can take many forms, making it extremely difficult to define. Children, young people, and adults can instigate bullying. The nature of bullying is changing and evolving as technology develops.

1.1.2. Bullying is not the same as 'one-off' teasing or a falling out between friends. With bullying, there is a deliberate intention to hurt or humiliate another. There is a power imbalance, which makes it hard for the victim to defend themselves. It is usually persistent.

1.1.3. Occasionally, an incident may be classed as bullying even if it was an isolated event if it fulfils all other descriptions of bullying. This possibility should be considered particularly in cases of cyberbullying. If the victim might be endangered, then intervention is urgently required.

1.1.4. Bullying can be:

a. Emotional – being unfriendly, excluding, tormenting (hiding books, threatening gestures)

b. Physical – pushing, kicking, hitting, punching or use of any violence.

c. Racist – racial taunts, graffiti, gestures.

d. Sexual – unwanted physical contact or sexually abusive comments

e. Homophobic – focusing on the issue of sexuality.

f. Transphobic – focusing on the issue of gender.

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

h. Cyber – misuse of email and internet chat rooms, threats by mobile text messaging or calls, misuse of camera and video technology

2. Statutory Duty of Schools

2.1. Principals have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents, and pupils.

3. Implementation

3.1. The following steps will be taken when dealing with incidents of bullying:

a. if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

b. a clear account of the incident will be recorded and given to the Head of School/SLT (member of the Senior Leadership Team)

c. the Head of School/SLT will interview all concerned and will record the incident.

d. class teachers and year group staff will be kept informed.

e. parents will be kept informed.

f. punitive measures will be used as appropriate and in consultation with all parties concerned.

g. actions put in place to support will be monitored and reviewed over time to ensure concerns have been dealt with.

3.2. Pupils who have been bullied will be supported by the school:

a. offering an immediate opportunity to discuss the experience with a member of staff of their choice.

b. reassuring the pupil.

c. offering continuous support

d. Restoring self-esteem and confidence.

3.3. Pupils who have bullied will be helped by the school:

a. discussing what happened

b. discovering why the pupil became involved.

c. establishing the wrongdoing and need to change.

d. informing parents and carers to help change the attitude of the pupil.

4. Linked Policies

4.1. Safeguarding & Child Protection Policy

4.2. Relationships & Positive Behaviour Policy