



Anti-Bullying Policy

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Statement of Intent

Bullying knows no boundaries and can occur in all walks of life. Bullying can affect anyone from any background. Bullying has a serious effect on self-esteem, emotional and mental health, which in turn prevents people from developing their full potential and can seriously affect their life chances. Our school's definition of bullying is:

"The deliberate intention by one person or a group to physically, sexually, verbally, emotionally or psychologically harm or threaten harm to another person or group".

Bullying can be:

- Physical - hitting, kicking, punching or any use of violence.
- Verbal - name-calling, insults, offensive or sexual remarks, threatening language.
- Emotional - being unfriendly, excluding, tormenting, e.g. hiding belongings, threatening gestures, spreading rumours.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact or sexually abusive comments/graffiti
- Homophobic - because of, or focusing on the issue of sexuality.
- Cyber - All areas of internet, such as emails and internet chat room misuse. Mobile phone threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

Aims of the Policy

- To assist in creating an ethos in which attending school is a positive and safe experience for all members of the school community.
- To make it clear that at Erdington Academy all forms of bullying are unacceptable.
- To raise the standards of behaviour and levels of achievement for all.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure that they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To ensure all members of the school community feel responsible for combating bullying.
- To liaise with parents and appropriate members of the school community.



Guidelines for Implementing the Policy

- The policy will be monitored annually and will involve all stakeholders.
- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Head teacher and Governing Body have a statutory responsibility for school behaviour and discipline but that all members of the school community accept collective responsibility for the successful implementation of this policy.
- Students are encouraged to report all incidents of bullying, whether they are victims or bystanders.
- All staff will respond to student, staff or parental concerns seriously and support the agreed procedures.

Our Proactive Strategies

Prevention is the strategy of choice. Bullying is often secret, rewarding to the bully and shameful to the victim, and therefore difficult to deal with after it occurs. At Erdington Academy, we need to address prevention vigorously by a variety of techniques.

- At whole school level - through assemblies when students will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place. The issue will be raised annually through events such as anti-bullying week when the whole school will be informed of the progress of the anti-bullying policy and any changes that have been introduced. This time will also be used to challenge the belief that there can be innocent, neutral bystanders with regards the issue of bullying.
- At classroom level through tutor time. The focus will be on developing strong anti-bullying messages and challenging the idea that bullying is an acceptable part of growing up.
- The Student Council will regularly include bullying as an agenda item.



- Parents who believe their children are the victim of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to keep their children safe in future. All expression of concern will be taken seriously and investigated thoroughly.

Parental Involvement

Erdington Academy is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/ carers are able to work together when bullying occurs.

We recognise the important influence which parents/carers have on their children and would wish, using the school behaviour plan, to enlist their support when their child is involved in bullying - either as victim or a perpetrator.

If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a perpetrator) school will take action, inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents will be informed.

Implementation

All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall within the school's definition of bullying and ensure that the victim receives the support required; the bully is informed of the unacceptability of their behaviour and a record is made of the incident.

All children need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

The school has an anonymous on line reporting system called **THE SHARP SYSTEM**. This allows students to report incidents of bullying electronically to a member of the pastoral team. All incidents are acted on immediately.



Incident Management

The school will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

Post Incident Responses for the Target of Bullying

When a member of staff receives, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated.

The school will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- counselling
- befriending
- assertiveness training
- extra supervision/monitoring
- creation of a support group
- peer mediation/peer mentoring
- informing/involving parents
- adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- arrangements to review progress

For the Bully

Erdington Academy takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way.

We will respond to incidents of bullying behaviour in a proportionate way - the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- immediate action to stop an incident of bullying in progress
- engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- loss of lunch/break-time privileges
- detention
- put on target card/individual behaviour plan
- removal from class/group
- withholding participation in sports or out of school activity (if not essential part of curriculum)
- parents informed
- counselling/instruction in alternative ways of behaving
- adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- fixed periods of exclusion
- permanent exclusion (in extreme cases which may involve violence)
- rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control
- external training by appropriate bodies

Monitoring Arrangements

This policy will be evaluated annually and updated where necessary. The views of pupils and staff will be used to make changes and improvements to the policy on an ongoing basis.



School Bullying Incident Form

This report will be held in strict confidence and will not be made available to any outside persons or agencies.

Report from: _____

Date of Incident: _____ Time of Incident: _____

Ethnic origin of victim: _____ Ethnic origin of perpetrator _____

Indicate type of incident - please tick (✓)

Name Calling	Teasing	Physical abuse
Having personal possessions taken	Receiving abusive text messages or e-mails	Being forced to hand over money
Being forced into something against their will	Being ignored or left out	Other (please specify)

If you feel the bullying incident was in any way motivated by any of the following, please indicate with a tick (✓)

Appearance Disability

Gender Race/ethnic origin

Religion Sexuality

Brief description of incident

Action taken

Please tick (✓) if the incident led to perpetrator being excluded

Have you had contact with the victim's parent/guardian Yes/No

Have you had contact with the perpetrator's parent/guardian Yes/No

Have you reported this incident to any other agencies Yes/No

If 'yes' which agencies? _____

Signed: _____ Designation: _____



National Contacts & Telephone Numbers

- **Childline** **Telephone number** **0800 1111**
(open 24 hours a day)
For children who are deaf or hard of hearing textphone service - **0800 400222**
 - **Kidscape** **Telephone number** **020 7730 3300**
Bullying councillor available Monday-Friday 10.00 am-4.00 pm)
 - **Anti-Bullying Campaign** **Telephone number** **0207 378 1446**
(Advice line for parents and children 9.30 am-5.00 pm)
 - **Advisory Centre for Education** **Telephone number** **0207 354 8321**
(Advice line for parents on all school matters open Monday-Friday 2.00 pm-5.00 pm)
 - **Parentline Plus** **Telephone number** **0808 800 2222**
(National helpline for parents Monday-Friday 9.00 am-9.00 pm
Saturday 9.30 am-5.00 pm, Sunday 10.00 am-3.00 pm)

Useful websites regarding bullying in schools

BBC Bullying Survival Guide www.bbc.co.uk/education/bully/index.htm

Provides information, guidelines for dealing with all aspects of bullying, a help and resources list and accounts of celebrities who were bullied when they were at school.

ChildLine www.childline.org.uk

Gives details on the CHIPS initiative and other information regarding bullying

Kidscape www.kidscape.org.uk

Gives advice and support for victims, schools and parents

Bullying Online www.bullying.co.uk

A registered charity, which contains advice for both parents and pupils

Bullyweb www.uclan.ac.uk/facs/science/psychol/bully/bully.htm

A research site with links to other sites on bullying