



The Albion Academy Anti-Bullying Policy 2015-2016

The Albion Academy promotes a safe learning environment where everyone feels able to enjoy and achieve and where success is recognised and rewarded. We aim to keep bullying to a minimum so that all students are able to achieve and enjoy.

Philosophy

We believe that for everyone to benefit from our learning community, the Albion Academy should be a place where students, staff, helpers, families and other visitors are made to feel welcome and comfortable and where everyone is treated with respect in an atmosphere free from intimidation.

We believe that all children and young people have the right to protection from harm, neglect and abuse and that their wellbeing is of paramount importance. The Albion Academy aims to ensure good relationships between, and good behaviour towards, all members of its community and that learning and personal development takes place in a climate of trust, safety and confidence.

The Academy has a system of rewards which aims to motivate and encourage students as well as helping to build individual self-confidence and self-esteem. The Albion Academy values everyone's unique contribution to our community.

Everyone has a responsibility for safeguarding and promoting the wellbeing of all students and all staff have a duty of care, to ensure our students are protected from harm.

Principles

The Academy will:

- Have a consistent approach to any bullying incidents that occur.
- Raise awareness of bullying and promote positive relationships based on mutual respect.
- Seek to involve all stakeholders in the implementation and monitoring of this policy.
- Provide support for all members of the Academy community that may be involved in dealing with an incident of bullying.
- Provide appropriate training for both staff and students to support the implementation of the policy across the school.
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.

Definition of Bullying

'A persistent, deliberate attempt to hurt or humiliate someone'

Bullying includes victimisation and harassment as a consequence of the protected characteristics of the 2010 Equality Act which includes racism, sexism, homophobia, biphobia and transphobia.

There may sometimes be misunderstanding about the meaning of the term 'bullying'. One-off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of 'bullying'.

Types of Bullying

There are various types of bullying, but most have three things in common:

1. It is deliberately hurtful behaviour.
2. It is repeated over time.
3. There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

There are various forms of bullying which include:

- Physical – e.g. hitting, kicking, taking belongings.
- Verbal – e.g. name calling, insulting, racist remarks.
- Indirect – e.g. spreading malicious rumours, excluding individuals from social groups, family feuds brought into school.
- Cyber – e.g. use of email, social networking sites, mobile phone messaging to spread rumours, make malicious comments

Although we work hard to ensure that every member of the academy community is treated with respect and feels safe and happy in the academy, we recognise that there will, on occasions, be incidents of bullying.

It is important to remember that we are a **'telling'** academy. We take all reports of bullying very seriously.

Students can report bullying in any of the following ways:

- Tell a member of staff
- Tell someone at home who will contact school
- Tell a friend who will pass the information to a member of staff Parents/Carers

Bullying can be a miserable experience – for you as well as your child. If you think your child may be being bullied, the following guide will help you deal with the situation:

- Encourage your child to talk about school – especially about bullying.
- Try to keep a factual written record of incidents, including: dates, times, location and who was involved.
- Contact the academy immediately.
- Realise that there could be two sides to the story.
- Sometimes, students don't want parents to report bullying in the academy for fear of reprisals. Let your child know that you are concerned and that it is right to deal with the situation; that the adults will be sensitive and will do everything possible to ensure that the situation is dealt with quickly and effectively.

Bullying is taken very seriously by the Academy and following appropriate investigation any of the following strategies can be applied:

- Loss of social time
- Detention
- Internal Isolation
- Fixed term exclusion
- Permanent exclusion
- Mediation / Restorative approaches
- Referral for counselling / victim support
- Written or verbal apology
- Parent/carer interview leading to parental assistance in applying support or strategies or deterrents as necessary
- Continued monitoring of victim/bully individually