

Ormiston Forge Academy

# Anti-Bullying Policy

January 2018



Approved by: Executive Team under powers delegated by the LGB – **Dec 2017**

Review period: - **Jan 2019**

## **Introduction**

Ormiston Forge Academy has a zero tolerance policy with regard to any type of bullying and will encourage all students and parents/carers to report bullying to a member of staff immediately, in order that effective action can be taken.

We aim to ensure that all students learn in a supportive, caring and safe environment without fear of being bullied.

This policy should be read in conjunction with the Academy's Behaviour for learning policy.

## **Anti-Bullying legislation and guidance**

This policy has been written with reference to the following statutory guidance.

- **The Education and Inspections Act 2006**
- **The Children Act 2009**
- **The Equality Act 2010**
- **Preventing and tackling bullying 2014**
- **Working Together to Safeguarding Children (March 2015)**
- **Keeping Children Safe in Education (September 2016)**

## **What is bullying?**

Bullying is a form of anti-social behaviour that the academy considers inappropriate and unacceptable in all its forms. It is behaviour by an individual or group, occurring on one occasion or repeated over time that hurts another individual or group either physically or emotionally.

Bullying can take many forms including;

- Physical e.g. punching, kicking, hitting, spitting at another person
- Verbal e.g. name-calling and/or offensive, discriminatory verbal abuse
- Exclusion e.g. deliberately excluding a person or encouraging another person to exclude a person from discussions/activities
- Damage to a student's property or theft e.g. deliberately damaging someone's property or taking personal belongings.
- Physical or verbal threats might be used to force the person to hand over their property
- Cyber-bullying e.g. communications that intimidate, control, manipulate, put down, falsely discredit, or humiliate via text message or the internet.
- Prejudice based bullying against particular groups, for example because of special educational need, race, gender, religion and belief, sexual orientation or disability

All staff and parents/carers should be alerted to the possibility of bullying if a student presents in the following ways;

- Becomes withdrawn and anxious.
- Shows deterioration in their work.
- Starts to attend less frequently or truants.
- Complains of illness frequently.
- Persistently arrives late

- Has unexplained injuries
- Shows significant changes in routine and attitude

### **Procedures**

In these circumstances concerns should be reported immediately to a member of staff who will follow up on concerns and take appropriate action.

### **Cyber bullying**

We consider it is vital that in an educational environment that encourages innovation in technology, all students are taught how to protect themselves when using the internet at the academy.

To ensure we raise awareness of and tackle cyber bullying and keeping students safe whilst online, academy staff will;

- Ensure the whole Academy community understands about what cyber bullying is and how it will be dealt with through PSHE, curriculum areas, SMSC assemblies, mentoring and liaison with community police officers.
- Ensure all policies and practices including Acceptable Use Policies are shared with all staff, students and parents/carers
- Promoting the positive use of technology including e-safety
- Evaluate the impact of preventative initiatives by using surveys etc. to collect feedback

### **Use of mobile phones**

Use of mobile phones during lessons is not permitted at the academy. However we do recognise that students may have their mobile phone with them in order to communicate with parents/carers on the journey to and from school

Where students use their mobile phone inappropriately either at the academy or outside the academy when it is likely to interfere with the orderly running of the academy we adopt the following procedures;

- Mobile phones will be confiscated from students if used inappropriately in the academy and parents will be asked to collect the phone
- Students will be warned about the need for care when giving out their mobile phone number
- Students will be encouraged to show the messages to a member of Academy staff
- Students who report bullying by text message will be taken seriously
- The student's family may need to contact the police if the cyber bullying is serious and if a potential criminal offence has been committed
- If such bullying is carried out on a persistent basis or if there is threat of violence, it will be treated as any other serious bullying incident
- Malicious messages will be dealt with as a serious bullying incident
- Where photographs or videos are taken on phones with malicious intent it will be dealt with as a serious bullying incident.

## **Dealing with Bullying Incidents**

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully through restorative reflection that this behaviour is not acceptable.

When dealing with bullying, academy staff will always:

- Act upon what a student is telling them
- Listen to all accounts of the incidents
- Adopt a restorative approach where by a student, who has bullied another student looks at the impact of their behaviour and its impact on others and what should happen next
- Make regular follow-up checks with the student to ensure that the bullying has not resumed

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

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or reported to a more senior member of staff if further action is required.
- A clear account of the incident will be recorded on Sims
- The member of staff who is dealing with the incident will interview all students concerned and will formally record the incident
- Parents / Carers will be kept informed and involved at all times.
- Consequences will be used as appropriate and restorative work will be undertaken with those involved in the bullying and support given to the victim.

## **Dealing with instances of repeated bullying**

If the preventative measures do not succeed, bullying will be dealt with in the following ways;

- Removal from a teaching group
- A period in restorative reflection, including mentoring
- A mentoring programme targeting bullying and building positive relationships
- Prevented from participating in an Academy trip or other events where these are not an essential part of the curriculum
- An official warning by the Principal/Governors
- Reported for anti-social behaviour to the police
- Excluded for a fixed period.

In the most serious cases, permanent exclusion will be considered if the bullying:

- Involves serious actual or threatened violence against another student
- Amounts to persistent and defiant misbehaviour