



St. Michael's Academy	Date signed off:	No.
	May 2019	
	Review Date:	
Policy for: Bullying	May 2022	

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

The aim of our anti bullying policy:

- To create a positive experience for all members of St Michaels Academy.
- To make it clear that all forms of bullying are unacceptable at St Michaels
- To enable everyone to feel safe while at St Michaels and encourage pupils to report incidents of bullying.
- To deal with each incident of bullying effectively, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying

Bullying is:

Deliberately hurtful behaviour repeated over a period of time.

Bullying can be:

1. Emotional

Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

2. Physical

Pushing, kicking, hitting, punching or any use of violence

3. Sexual

Unwanted physical contact or sexually abusive comments

Signed by Chair..... Date.....

4. Racist

Racial taunts, graffiti, gestures

5. Homophobic

Focussing on the issue of sexuality

6. Verbal

Repeated name-calling, sarcasm, spreading rumours, teasing

7. Cyber

All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera and video facilities

It is important to understand that bullying is not:

- odd occasion falling out with friends,
- one off name calling, arguments
- or when the occasional joke is played on someone (where no malice is intended)

Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We encourage children to learn how to deal with these situations, seek support and develop social skills to repair relationships.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, lacking confidence, feigning illness, taking unusual absences or clinging to adults. These behaviours, however, do not in themselves mean that bullying is taking place. Likewise, bullying may occur without these behaviours appearing. Students must be encouraged to report bullying at school. .

Staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the academy policy.

Statutory duty of schools

The Head teacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with promptly by the member of staff who has been approached
- A clear account of the incident will be recorded and given to a senior teacher.
- The senior teacher will interview all concerned and will record the incident
- The form teacher will be kept informed and if it persists he/she will advise the appropriate subject teachers
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation will all parties concerned

Students

Students who have been bullied will be supported by:

- offering a prompt opportunity to discuss the experience with a member of staff
- reassuring the student
- offering continuous support
- restoring self-esteem and confidence

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Students who have bullied will be helped by:

- discussing what happened and the incidents leading up to the incident
- establishing the wrong doing and need to change (and discussion of consequences if bullying continues)
- informing parents or guardians to help change the attitude of the student
- Pastoral interventions as is applicable

Where appropriate, a restorative justice meeting will be held, where the pupils are given the opportunity to restore the positive relationship.

The following disciplinary steps can be taken:

- Internal exclusion
- Loss of privileges
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

In situations where incidents happen outside of school, including cyber bullying, the school will consider referral to the police and may also take disciplinary action.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Signed by Chair..... Date.....
