



Anti- bullying statement and Policy

Policy reviewed by Academy Transformation Trust on	March 2017
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This policy links to:	Located:
<ul style="list-style-type: none">• Safeguarding policy• E-safety policy• Social Media• Behaviour for Learning Policy• Equalities policy	

Review Date – September 2020



Our Mission

To provide the very best education for all pupils and the highest level of support for our staff to ensure every child leaves our academies with everything they need to reach their full potential.

We promise to do everything we can to give children the very best education that gives them the best opportunity to succeed in life. All of our academies have it in them to be outstanding and achieving this comes down to our commitment to our pupils, staff and academies.

Our commitment

We are committed to taking positive action in the light of the Equality Act 2010 with regard to the needs of people with protected characteristics. These are age, disability, pregnancy and maternity, religion and belief, race, sex, sexual orientation, gender reassignment and marriage and civil partnership.

We will continue to make reasonable adjustments to avoid anyone with a protected characteristic being placed at a disadvantage.

We will measure the success of our commitment in this policy by analysing bullying logs and actions in our academies to reduce or eliminate incidents of bullying.

Introduction

Academy Transformation Trust are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

The Trust recognises the importance and value in dealing with the issue of bullying. The Trust believes the effective management of bullying is a shared responsibility which involves staff, parents/carers, children and young people and professionals involved with children who are victims or perpetrators of bullying behaviour.

There is no justification for bullying behaviour and it should not be tolerated in any form. We will ensure fair treatment for all, regardless of age, race, culture, disability, gender, religion, sexual orientation or home circumstances and encourage understanding and tolerance of different social, religious and cultural backgrounds.

The Trust expects that:

- there is an agreement in the academy community what is meant by bullying.
- all bullying concerns will be dealt with sensitively and effectively;
- that students feel safe to learn
- the policy is explicit about the approach to cyber-bullying
- that all pupils and staff accept and follow the anti-bullying policy.
- all reported bullying incidents will be dealt with promptly, logged and actions recorded.
- the writing of academies anti-bullying policy will involve members of the academy community. This includes pupils of all ages and disabled pupils and those with special educational needs.

Definition of bullying

“Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally.”

(DfE *Preventing and Tackling Bullying, advice for headteachers, staff and governing bodies.* October 2014)

Our stance and approach to bullying at Iceni Academy

Whilst we cannot guarantee that Iceni academy is totally free from bullying, we are committed to reducing the incidents and being open to any student who feels that they are being bullied.

Definition of bullying

“Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally.” (DfE Preventing and Tackling Bullying, advice for headteachers, staff and governing bodies. October 2014)

We believe that;

- All students have a right to learn at Iceni academy, free from intimidation and fear.
- The needs of the victim are paramount.
- The Academy will not tolerate bullying behaviour.
- Bullied students will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

We expect that;

- All students will display positive behaviour choices.
- No students will tolerate bullying behaviour.
- All students will help create a safe and positive environment for learning.
- All staff and students will create an environment where students are confident to confide in them.

We understand that there is a wide range of actions which could qualify as bullying actions. We consider them to be unacceptable, not only within the academy community but also within society in general.

Throughout the process we expect the PLT to support the student who is being subjected to the bullying. They will do this by;

- Checking in with the student every morning during PL time.
- Meeting once a week, with the student to ensure that they are still listened to. They will do this until the student decides that they no longer requires the support.
- Staying in contact with the student’s family (recording all communication on CPOMS)
- Referring the child to the Intervention team if the required level of support increases.

Forms of Bullying (this list is not exhaustive);

- Physical - deliberately hitting, pushing or spitting at another student.
- Mental intimidation - Interfering with another student's property, by stealing, hiding or damaging it.
- Verbal - Using offensive names when addressing another student. This could include teasing or spreading rumours about another student or his/her family or belittling their abilities, achievements, appearance, way of speaking or mannerisms.
- Exclusion - excluding another student from a group activity with the intention of making them unhappy.
- Cyber - Misusing technology (internet or mobiles) to hurt or humiliate another person.

What you should do if you feel that you are being bullied or believe that someone else is being bullied;

Stage 1

The first incident of bullying should be reported to your Personalised Learning Tutor or Head of Year. They will;

- Listen to the student who is being bullied.
- Meet with and discuss their actions, with the bully.
- The HoY may, at their discretion, issue a HoY detention.
- The bully will be warned that the incident will be recorded and if there is a repeat of the incident, or similar, then their parents will be contacted and they will move up to stage 2.

Stage 2

If the bullying behaviour continues the HoY will report the issue to a member of the Intervention team. They will;

- Place the bully on report. The bully will report to a member of the SLT at break, lunchtime and the end of school so that their report can be checked.
- Ensure that a letter is sent home to the bully's parents.
- Ensure that the repeated bullying is recorded.
- Place the bully into a SLT detention

Stage 3

If the bullying behaviour continues the bully will be reported to the Vice Principal i/c Behaviour. They will;

- Invite the bully's family in to the academy for a meeting.
- A formal exclusion will be discussed.

Stage 4

If the bullying behaviour continues the Vice Principal will discuss a Managed move or a longer fixed term exclusion, with the bully's family.

Serious cases

In very serious one-off cases or extended periods of bullying, the four stages will be gone through very quickly and a Permanent exclusion may be issued.