

The Samworth Church Academy

ANTI-BULLYING PROCEDURE

1 Principles

- 1.1 The Governing Body aims to provide a supportive, caring and safe environment in which students learn without fear of being bullied.
- 1.2 Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are :
 - i. physical (e.g. hitting, kicking, theft);
 - ii. verbal (e.g. name calling, racist remarks);
 - iii. indirect (e.g. spreading rumours, excluding someone from social groups).
- 1.3 All the Academy's staff should be alert to the signs of bullying. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. All students will be encouraged to be alert to and to report incidents of bullying behaviour.
- 1.4 The Academy will raise the awareness of the nature of bullying and its consequences through the normal curriculum, assemblies and other opportunities.
- 1.5 The Academy expects all students to play a full and positive role in preventing bullying

2 Dealing With Bullying Incidents

- 2.1 Any member of staff suspecting bullying or receiving a report of bullying should provide a clear account of the incident to the Student Welfare Manager of the relevant School.
- 2.2 The Student Welfare Manager will decide whether the matter should be investigated by themselves or by the member of staff. The investigation will include interviewing all concerned and recording of the findings
- 2.3 Where bullying is judged to have taken place the Student Welfare Manager should take disciplinary action and ensure that personal tutors and parents of both bully and victim are informed. Where bullying persists, other relevant members of staff should be alerted.
- 2.4 Disciplinary action may include, for example:
 - i. formal warning;
 - ii. detention;
 - iii. exclusion from certain areas of the premises;
 - iv. fixed term or (in cases of serious repetition) permanent exclusion.
- 2.5 Students who have been bullied should be supported by, for example:
 - i. offering an immediate opportunity to discuss the experience with their personal tutor or other member of staff of their choice;
 - ii. providing reassurance and helping to restore self-esteem and confidence;
 - iii. offering continuing support and protection.
- 2.6 Students who have been bullying should be helped to avoid repetition by, for example:
 - i. discussing the sequence of events with the students;
 - ii. helping the student to analyse their involvement in bullying;
 - iii. establishing the wrongdoing and need to avoid repetition;
 - iv. enlisting the support of parents or carers to help change the student's behaviour.

3 Monitoring, Evaluation and Review

- 3.1 The policy will be promoted and published throughout the Academy.
- 3.2 The Governing Body will review the policy within two years and assess its implementation and effectiveness.