

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, or by numerous people, where it is difficult for those being bullied to defend themselves. The four main types of bullying are :
- i. physical (e.g. hitting, kicking, theft);
 - ii. verbal (e.g. name calling, racist or homophobic remarks);
 - iii. emotional (e.g. spreading rumours, excluding someone from social groups);
 - iv. cyber-bullying (e.g. circulating offensive, hurtful or devious matter without the consent of the subject via electronic devices or platforms).
- 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, nervous or aggressive, 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 Learning Manager of the relevant Year Group.
- 2.2 The Learning Manager will decide whether the matter should be investigated. The investigation will include interviewing all concerned and recording of the findings.
- 2.3 Where bullying is judged to have taken place, the Learning Manager should take immediate action and ensure that personal tutors, parents of both bully and victim and Leaders of Deep Support are informed as well as completing the bullying or racist incident logs as appropriate. Where bullying persists or in extreme incidents, other relevant members of staff should be alerted as well as the Academy's Police Liaison Officer.
- 2.4 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 opportunity to refer to anti-bullying Peer Counsellors;
 - ii. offering the use of Restorative Justice practices;
 - iii. offering an immediate opportunity to discuss the experience with their personal tutor or other member of staff of their choice;

- iv. referring to the next Inclusion meeting;
 - v. providing reassurance and helping to restore self-esteem and confidence;
 - vi. offering continuing support and protection.
- 2.6 Students who have been bullying should be helped to avoid repetition by, for example:
- i. referring to an anti-bullying programme;
 - ii. discussing the sequence of events with the students;
 - iii. helping the students to analyse their involvement in bullying;
 - iv. establishing the wrongdoing and need to avoid repetition;
 - v. enlisting the support of parents or carers to help change the students' behaviour.
- 2.7 A formal record will be kept on file for any student who has been bullying to avoid repetition.

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.