



**The
Blyth
Academy**

A Northern Education Trust Academy



Anti-Bullying and Harassment Policy

ANTI-BULLYING AND HARASSMENT POLICY

Academy Name: The Blyth Academy
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Author: NET
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Other relevant policies: Health & Safety Policy Child Protection Policy Behaviour Policy Single Equalities Policy E Safety Policy

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

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Anti -Bullying and Harassment Policy

Statement of intent

The Blyth Academy is committed to ensuring that all students are able to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is an antisocial behaviour and affects everyone; it is unacceptable and will not be tolerated at our academy. If bullying does occur, all students should know who to tell and know that incidents will be dealt with promptly and effectively.

What Is Bullying?

"Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another".

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, spreading rumours.)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures, nationality, religion
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing, LGBT
- Cyber - All areas of internet ,such as email and internet chat room misuse
- Mobile - threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities
- Disability

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. We at The Blyth Academy have a responsibility to respond promptly and effectively to issues of bullying.

Aims of the Policy:

- to assist in creating an ethos in which attending academy is a positive experience for all members of the academy community;
- to make it clear that all forms of bullying are unacceptable at The Blyth Academy;
- to enable everyone to feel safe while at academy and encourage students to report incidents of bullying;
- to deal effectively with bullying;
- to support and protect targets of bullying and ensure they are listened to.
- to develop a peer mentoring strategy
- to implement a rigorous system to log incidents & plan actions
- to help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change;
- to liaise with parents and other appropriate members of the academy community;
- to ensure all members of the academy community feel responsible for combating

bullying.

Signs and Symptoms

A student may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- is frightened of walking to or from academy;
- doesn't want to go on the academy / public bus;
- begs to be driven to academy;
- changes their usual routine;
- is unwilling to go to academy;
- begins to truant;
- becomes withdrawn, anxious, or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do poorly in academy work;
- comes home with clothes torn or books damaged;
- has possessions which are damaged or "go missing";
- asks for money or starts stealing money (to pay bully);
- has dinner or other monies continually "lost";
- has unexplained cuts or bruises;
- comes home starving (money / lunch has been stolen);
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above;
- is afraid to use the internet or mobile phone;
- is nervous and jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

RESPONSIBILITIES OF ALL STAKEHOLDERS.

Responsibilities of Staff

- To implement procedures to confront bullying in any form
 - To listen to all parties involved in incidents
 - To investigate incidents promptly and as fully as possible
 - To take appropriate action or to refer to Tutor/Head of Year/SLT as appropriate
 - To record the incidents & log racist/homophobia occurrences
 - To share with parents of the victim and bully, incidents of persistent and/or serious bullying

- To implement appropriate procedures for a member of staff — see LA/union guidance
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the academy and relevant outside agencies when appropriate
- To model the values we believe in
- To promote the use of interventions which are least intrusive and most effective.
- Support in class & social times where appropriate.

PREVENTATIVE MEASURES.

Prevention

Prevention is clearly the strategy of choice. This will be addressed in a variety of ways:

- At whole academy level -through assemblies when children will be informed of the academy's zero-tolerance policy and the actions that will be taken to prevent bullying taking place. Assembly time will also be used to challenge the notion that there can be innocent, neutral bystanders with regards to the issue of bullying.
- Anti-Bullying Week will be used as an opportunity to raise the profile of this issue. The Academy will link with the “Stonewall No Bystanders Pledge”
- At classroom level -especially through our Tutor Programme the focus will be on developing strong anti-bullying messages.
- The Blyth Academy recognises that there are particular times when students may be more vulnerable to bullying- lunch and break times and the beginning and end of the academy day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents. The Open Learning Centre will be particularly used to provide support for vulnerable students.
- There are locations around the academy where incidents of bullying are more likely to occur and again arrangements will be made to ensure that these are properly supervised or pupils will be forbidden access to these areas.
- Students will have the opportunity to contribute to the academy's Anti-Bullying Policy through Year and academy Councils.
- Stereotypical views are challenged and pupils encouraged to appreciate and view positively the differences in others whether arising from race, culture, gender, sexuality, ability or disability.
- Students will have the opportunity for confidential/anonymous communications, e.g. Questionnaires, Student Council
- Mentors and mediators will be available for those students requiring extra support.
- Parents who believe their children are the victim of bullying should share their concerns with academy at the earliest opportunity and be prepared to work with academy to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.

Student responsibility

We expect our students to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying and help to prevent further instances.
- Notify the nearest adult should they witness an incident of bullying

The Responsibilities of Parents

We ask our parents to support their children and the academy by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to Form Tutor or Head of Year and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Keeping a written record of any reported instances of bullying
- Informing the academy of any suspected bullying, even if their children are not involved.
- Co-operating with the academy, if their children are accused of bullying, try to ascertain the truth.

Incident management

The academy will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. This will be followed up with a parental meeting & an action plan where appropriate.

Post incident responses for the target of bullying

The academy will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular student's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- counselling
- befriending
- assertiveness training
- extra supervision/monitoring
- creation of a support group

- peer mediation/peer mentoring
- informing/involving parents
- adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- arrangements to review progress
- regular contact with home

For the bully —

The Blyth Academy takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. We will respond to incidents of bullying behaviour in a proportionate way — the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered -

- immediate action to stop an incident of bullying in progress
- engagement with the bully to reinforce the message that their behaviour is a breach of academy rules and is unacceptable
- loss of lunch/breaktime privileges
- detention
- put on target card/individual behaviour plan
- removal from class/group
- withholding participation in sports or out of academy activity (if not essential part of curriculum)
- parents informed
- counselling/instruction in alternative ways of behaving
- adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- fixed term exclusion / internal exclusion as appropriate
- permanent exclusion (in extreme cases which may involve violence)
- rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control
- external training by appropriate agencies.
- Anti-bullying plan agreed if appropriate.

Mentoring and review

This policy will be evaluated annually and updated where necessary. The views of pupils and staff will be used to make changes and improvements to the policy on an ongoing basis.

USEFUL CONTACTS

National Contacts and Telephone Numbers

Childline Telephone number 0800 1111

(Open 24 hours a day)

For children who are deaf or hard of hearing textphone service 0800 400222

NSPCC Telephone number 0808 800 5000

A registered charity dedicated to stopping cruelty to children

Kidscape Telephone number 020 7730 3300

(Bullying councillor available Monday - Friday 10.00am-4.00pm)

Anti Bullying Campaign Telephone number 0207 378 1446 (Advice

line for parents and children 9.30am-5.00pm)

Advisory Centre for Education Telephone number 0207 354 8321

(Advice line for parents on all academy matters open Monday -Friday 2.00pm-5.00pm)

Ofsted Telephone number 07002 637833 e-

mail: freepublications@ofsted.gov.uk

Parentline Plus Telephone number 0808 800 2222

(National helpline for parents Monday - Friday 9.00am-9.00pm, Saturday 9.30am-5.00pm, Sunday 10.00am-3.00pm)

Useful websites regarding bullying in academies

Childline www.childline.org.uk

Gives details on the CHIPS initiative and other information regarding bullying

Kidscape www.kidscape.org.uk

Gives advice and support for victims, schools and parents

Bullying Online www.bullying.co.uk

A registered charity, which contains advice for both parents and pupils

NSPCC www.nspcc.org.uk

A registered charity dedicated to stopping cruelty to children

Bullyweb www.uclan.ac.uk/facs/science/psycholibully/bully.htm A

research site with links to other sites on bullying

Peer Support Networker www.peersupport.co.uk

Newsletter linked to Peer Support Forum