

Anti-Bullying Policy

The Education Fellowship academies encourage all academies to come forward and inform someone if they are concerned about bullying. By raising awareness we can support any student who is being bullied and help individuals to try to change their bullying behaviour. From this we create a safer environment for all students. It is well known that students can suffer as a result of bullying behaviour causing stress and anxiety in both their personal and academic lives.

Bullying is defined as being deliberately hurtful towards an individual which is repeated often over a period of time against which victims find it difficult to defend themselves.

The three main types of bullying are:

-  **Physical;** hitting, kicking, taking belongings
-  **Verbal;** name-calling, insulting, making offensive remarks
-  **Indirect;** spreading malicious rumours about someone, exclusion from peer or social groups, sending malicious emails or text messages

Students may become victims because of their gender, appearance, disability, sexuality, religion, ethnicity or race. The intention of the bully is to cause distress in another for their own gain or gratification.

Information for students

Bullying takes many forms, here are some examples:

-  called names
-  teased
-  pinched, pushed or attacked
-  forced to hand over money, mobiles or other possessions
-  abusive or threatening text messages or e-mails

- ♥ rumours spread about you
- ♥ ignored or left out
- ♥ attacked because of your religion, gender, sexuality, disability, appearance, ethnicity or race

Action for students

It is important to remember that it is not your fault. You should not feel ashamed about being bullied. You must tell someone, either:

- ♥ tell your parents/carers
- ♥ tell your teacher/tutor or your year head, Principal/Headteacher
- ♥ tell a teacher who you trust

Be reassured that your problem will be dealt with quickly and sensitively. When someone is being bullied or in distress take action, watching and doing nothing can suggest support for the bully!

Information for Parents/carers

If you are concerned that your child is being bullied, these are some of the signs to look out for:

- ♥ going home with damaged or missing clothes
- ♥ having unexplained scratches or bruises having trouble with schoolwork for no apparent reason
- ♥ different sleep patterns; not being able to sleep, not being able to get up in the mornings
- ♥ not wanting to go to academy
- ♥ sudden change in normal behaviour
- ♥ being irritable or easily upset
- ♥ bed wetting
- ♥ asking for more money

Actions for parents

- ♥ Encourage your child to talk to you and tell you what has been happening. Tell them that it is not their fault and that it is important to tell someone to get it stopped
- ♥ Contact your child's teacher, tutor or year head, giving as much information as possible regarding what has been happening
- ♥ Phone or e-mail the named Child Protection Co-ordinator/Safeguarding lead

How staff report concerns regarding bullying

All information is to be passed directly to line managers. This includes incidents which occur when students are coming to and from the academy.

Recording

A concern slip is to be completed by the designated safeguarding lead and recorded on SIMS (or equivalent). If appropriate, additional information may be filed in the Child Protection file.

Monitoring

This will be carried out on a regular basis. The concern slips will be filed on SIMS (or equivalent) and monitored regularly to identify trends and increase awareness of specific issues.

Annually, a whole review of the anti-bullying policy will take place to identify strengths and weaknesses.

The Safeguarding or Child Protection Co-ordinator may inform a student's class teachers of the situation so that they can monitor the behaviour of those involved during their lesson.

Consistency of policies

This policy should be read alongside the following other school policies:

- Child protection and safeguarding policy 2016
- Code of Conduct for Safer Working Practice 2014
- Behaviour policy 2016
- E-safety policy 2015
- SEN policy