



Anti-Bullying Policy

2018-2019

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Approval needed by:	The Chief Executive Officer
Adopted (date):	December 2018
Date of next review:	December 2019

- **Organisation Responsibilities –**
 - Governors & Principal**
 - Senior Vice Principal**
 - Support and Guidance**
 - Subject Teacher**
 - Progress Mentor**
 - All staff at the Academy**

Principles and values

At The de Ferrers Academy we are committed to providing an ordered, purposeful, supportive community in which all students are treated and valued equally. All students should be able to reach their full potential and not be treated unfairly. Bullying; of any form; will not be tolerated.

Objectives

1. All Governors, teaching staff, support staff, parents and, most importantly, students have an understanding of what constitutes bullying
2. All Governors, teaching staff, support staff, parents and, most importantly students know what the Academy feels about bullying, what the policy is and how to report it.
3. As stated, bullying will not be tolerated and will be taken seriously. Students and parents are to be assured that they will be supported if an event of bullying is reported.

What is Bullying?

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Ofsted define bullying as:

Bullying is defined by Ofsted as "aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms".

It takes many forms and can include:

- Physical assault: hitting, spitting, pushing, repeated tripping, stealing, hiding, damaging someone's property
- Indirect/ Direct : repeated teasing, rumours, name calling
- Sexual comments / homophobic
- making threats
- appearance
- Culture , racial
- SEN (special educational needs)
- cyberbullying - bullying via mobile phone or online (for example email, social networks and Instant messenger)

Most isolated incidents do not meet this definition.

Bullying is not

Bullying is not the odd occasion when friends fall out. It is done repeatedly and on purpose. People fall out this is normal and you do get upset. Students will learn how to develop within friendship groups and learn how to repair relationships. This is normal development. The key word is **repeated**. If it happens more than once it is bullying.

We recognise that bullying can be in several forms:

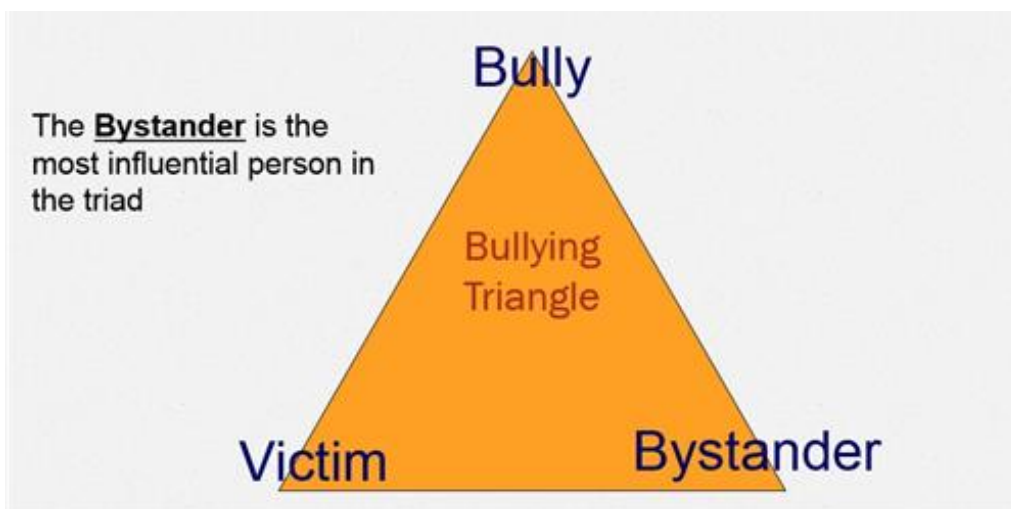
- Peer to Peer
- Teacher to Student
- Student to Teacher

The Law

Some forms of bullying are illegal and should be [reported to the police](#). These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails, text messages or indecent images
- hate crimes

Who is involved in bullying?



Bullying can manifest in many different ways, but there are five main types:

Physical bullying	This includes hitting, kicking, tripping or the destruction of a person’s property. This may involve a group of students attacking another, but usually is seen as a larger, stronger student picking on a smaller peer.
Verbal bullying	This includes repeated insults, teasing, name calling, sexual harassment or racist language. It also includes threats. Victims of this type of bullying may not immediately react, but in time, their grades and relationships may suffer.
Alienation	This occurs when bullies encourage the victim’s peers to alienate the victim during any social break time or organised game. Treated like an outcast by their peers, the victim will have difficulty forming relationships and may be prone to isolation later in life. Bullies may threaten their co-conspirators with a similar fate should they attempt to support the victim.
Covert bullying	This is usually done behind the victim’s back. This technique is meant to damage the victim’s reputation and can include rumour-starting, mimicking the victim, playing unkind jokes with the intent to humiliate the victim, or making faces while the victim isn’t watching. Covert bullying is the most frequently utilised form of bullying, and because adults may not be aware of it, it can be hard to control and stop.
Cyberbullying	Cyberbullying can happen anywhere and at any time thanks to the access of the internet 24/7 both at school and at home. Cyberbullying can occur through text messages or over the internet and may be known only to the victim and the perpetrator, making it difficult to control. Cyber bullies are often the victims of real world bullying, and take their frustrations out on their victims behind the privacy of a computer screen or mobile phone. See the breakdown of types the online bullying in the next table.

Types of online bullying:

Exclusion	Exclusion is the act of intentionally leaving a person out from an online group such as chats and social media sites. The group then subsequently leave malicious comments and harass the one they singled out.
Flaming	Flaming is similar to harassment, but it refers to an online fight exchanged via emails, instant messaging or chat rooms. It is a type of public bullying that often directs harsh languages, or images to a specific person. Incidents of flaming that occur during the evening, weekends and holidays will not be dealt with by the Academy.
Outing	Outing is when a bully shares personal and private information, pictures, or videos about someone publicly. A person is “outed” when his information has been disseminated throughout the internet.
Masquerading	Masquerading is a situation where a bully creates a fake identity to harass someone anonymously. In addition to creating a fake identity, the bully can impersonate someone else to send malicious messages to the victim.
Harassment	Harassment involves the bully sending offensive and malicious messages to an individual or a group and is often repeated multiple times. Cyberstalking is one form of harassment that involves continual threatening and rude messages, and can lead to physical harassment.

Responsibilities

Students need to understand that not reporting any form of bullying only encourages further bullying. All students must be encouraged to report all incidents to any adult at the academy, their parents/carers or to seek advice from someone they trust. The Academy has a dedicated website that is regularly checked by the Safeguarding Team, for students and parents to report any issues. Please use help@deferrers.com if you are more comfortable doing so.

All Staff must react to all reported forms of bullying Students should be directed to Support and Guidance who will take a statement from the student and follow a procedure. Staff must treat any “perceived bullying” just as seriously.

Parents are encouraged to contact the Academy as soon as they can to arrange an appointment with Support and Guidance if they feel that their child is being bullied and allow staff to investigate.

The Curriculum

The subject of bullying is addressed in Values lessons at Key Stage 3, through assemblies, external providers such as Human Utopia. Cyberbullying and online-safety are covered in Enterprise (ICT) lessons.

The Academy has begun a 15 month project to apply for “Wellbeing at Schools” Award and is part of select group of schools working to be awarded the “Diana Award” for anti-bullying practices.

Proactive Strategies

- Anti-Bullying Ambassadors
- Peer support

- Regular campaigns
- Conflict resolution
- Drama workshops
- Website updates to inform parents of unregulated internet sites
- Twitter updates
- Year 7 ABA training day October 2018

Support and Guidance

Support and Guidance staff will monitor any bullying behaviour which will be reported to the Local Governing Body every half term.

Students will be requested to give the following information:

1. Who was involved
2. When did it happen
3. Where did it happen
4. What happened
5. Has it happened before
6. Where there any witnesses – if yes, Support and Guidance are to speak to other students and ask for the information as above.

Support and Guidance staff must write the statement.

Support and Guidance staff will then take appropriate action such as:

- Verbal warning
- Referral to senior staff
- Contact parents
- Meeting with Parents
- Detention (1 hour)
- Detention (90 Minutes)
- Isolation
- Exclusion
- Permanent exclusion

Support for Students

Help and advice will be offered as appropriate to students, both the victim and the bully. Parents will also, if they request it, advice on how to support their children.

If the student or parent feels that a programme of mentoring would help, then this could be put in place. Outside agencies, such as CAMHS (Child and Adolescent Mental Health Service) “That Place” and the Harvey Girls.

As stated, if a student feels that reporting any incident is difficult, often students fear reprisals from other students, please remind them to use

help@deferrers.com

Responsibility of students

- Refrain from becoming involved in any kind of bullying
- Become an upstander and not a bystander
- Report incidents to staff members to prevent a climate of secrecy.

Advice for Parents

Signs to look out for that your child might be getting bullied:

- Frightened to walk to school alone
- Anxious, decreased self esteem
- Scared to talk about what's wrong
- Nervous behaviour
- Short tempered/ lacking eye contact
- Reduced effort at school
- Sleep pattern affected
- Truancy
- Unexplained injury's
- Feeling sick, headaches and faking illness
- Changes in eating habits
- Sudden loss of friends / avoidance of social events
- Self-harming

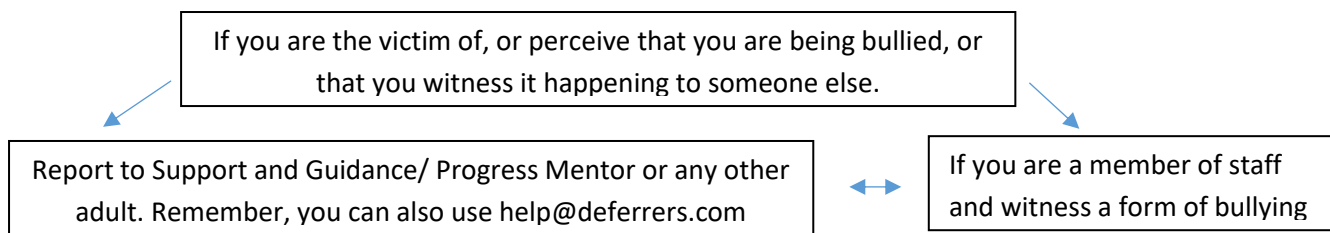
Parents are often the first people to notice that their son/daughter has a problem. Please contact the Academy with as much information concerning the issue.

1. Please make a note of what your child says; they are much more likely to stay calm and include as much detail as they can if you stay calm.
2. If the issues involve social media, texts or the internet, please screenshot any evidence of either what was said, pictures or videos so that you can show them the Academy. Please ensure that your child does not respond to any messages sent in any way.
3. Please do not contact the parents of other students directly.
4. If the content of the media contains indecent images, please be aware that if you open them or resend them then you are breaking the law.
5. Make an appointment as soon as you can to see Support and Guidance. Please do not arrive at the Academy expecting to see someone immediately, as this is not often possible.

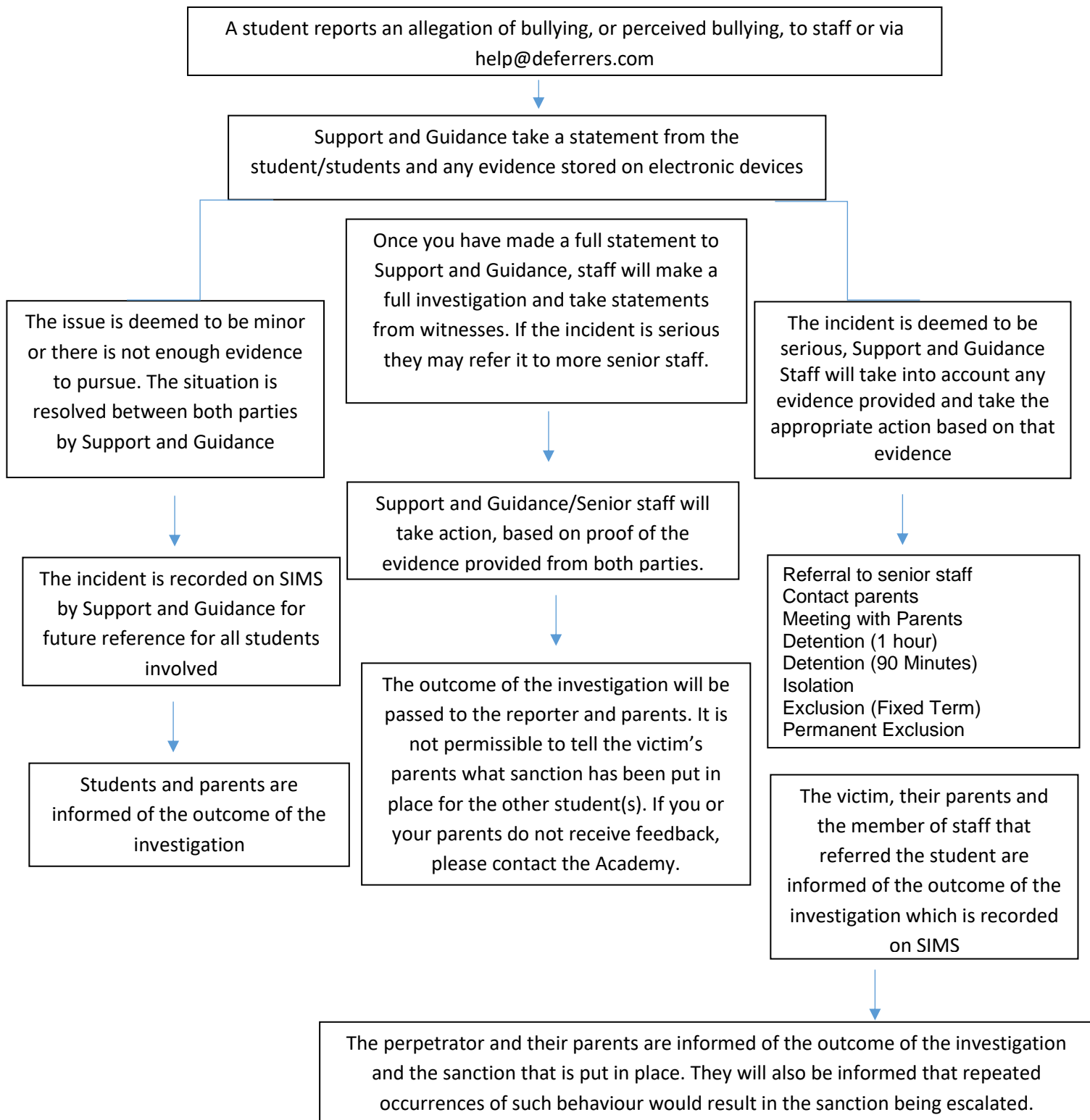
When discussing the situation with Support and Guidance at the meeting:

1. Try to stay calm; we all understand that bullying is an emotive issue.
2. Make sure that you bring any evidence that you have collected.
3. Please allow your child to speak first to give their account of events, you will be given an opportunity to speak and add anything you think they have missed later on.
4. Please ask what action will be taken and when you will be informed of the outcome of the investigation
5. Ask for advice on how you can support your child out of school.
6. Stay in touch with the Academy and advice of any developments.

Reporting incidents to Staff



Reported Bullying – A Summary of Outcomes



Helpful organisations

- Anti-bullying alliance
- www.Bullyingonline.co.uk
- Anti-Bullying Pro
- The Diana award
- Kidscape: www.kidscape.org.uk
- Parent line plus
- www.ditchthelabel.org/
- www.childnet.co.uk
- www.uksaferinternetcenter.co.uk
- www.ceop.police.uk/