

## Academy Policy – Anti-bullying

<b>Aims:</b>	<ul style="list-style-type: none"> <li>• To prevent bullying from happening between young people who are a part of our academy</li> <li>• To ensure that bullying is stopped as soon as possible and that if it does happen, those involved receive support</li> <li>• To encourage people to show respect to each other regardless of their background</li> <li>• To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying</li> <li>• To encourage people to let someone know about bullying <i>This will be achieved by:</i></li> <li>• Addressing issues of bullying, self-esteem, confidence, well-being and positive bystanders</li> <li>• Having clear strategies and procedures for preventing bullying</li> <li>• Giving support to those who are bullied and those who bully</li> </ul>
<b>Targets/ Outcomes</b>	<ul style="list-style-type: none"> <li>• A significant proportion (90%+) of students, parents and staff believe the academy to be a safe and secure environment in which to learn as evidenced in surveys</li> <li>• To create a culture in the Academy where bullying is unacceptable</li> </ul>
<b>Definition:</b>	<ul style="list-style-type: none"> <li>• Bullying includes a range of abusive behaviour that is: <ul style="list-style-type: none"> <li>I) repeated</li> <li>II) and intended to hurt someone either physically or emotionally.</li> </ul> </li> <li>• Bullying is a form of peer on peer abuse and can include cyberbullying, prejudice-based and discriminatory bullying.</li> <li>• Bullying causes real distress and affects a person's health and development</li> <li>• In some instances, bullying can cause significant harm. In such incidences the academy will seek support through either internal emotional health support or external agencies depending on which is most appropriate</li> <li>• All children regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse</li> <li>• Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying</li> </ul>
<b>Roles and Responsibilities:</b>	
<b>Students will:</b>	<ul style="list-style-type: none"> <li>• Avoid saying or doing anything which will hurt others</li> <li>• Report all incidents of bullying to any member of staff</li> <li>• Learn how to be positive bystanders and challenge the behaviour of others</li> <li>• Comply with our behaviour policy and participate in restorative meetings where appropriate</li> <li>• Be accompanied around the building and supervised fully in non-structured times to minimise risk of bullying</li> <li>• Not bring mobile phones into school or use their mobile phones at home to harm others</li> <li>• Inform staff members where bullying is taking place through either: the anti-bullying email address <a href="mailto:antibullying@shoreditch.colc.org.uk">antibullying@shoreditch.colc.org.uk</a>; anonymous reporting boxes; their trusted adult; or any other member of staff</li> <li>• Advise the Academy about ideas that they think will help to stop bullying through utilising their student council representative to do this</li> <li>• Comply with the academy behaviour policy and reflect upon any sanctions which involve: unkindness, rudeness or bullying</li> </ul>
<b>All staff will:</b>	<ul style="list-style-type: none"> <li>• Believe that children and young people should never experience abuse of any kind</li> <li>• Have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them</li> <li>• Avoid saying or doing anything which will hurt others, including their own peers</li> <li>• Actively demonstrate that they are committed to preventing bullying in the Academy by modelling positive behaviour to students and ensure that their own interactions are clear and firm without being confrontational</li> <li>• Strive to develop an atmosphere of trust and respect where students feel their concerns are taken seriously</li> <li>• Listen seriously to all complaints and concerns about bullying behaviour</li> <li>• Challenge all bullying and report this to the pastoral team</li> <li>• Challenge any incidents of inappropriate physical contact and unkindness to prevent escalation</li> </ul>
<b>In addition teaching staff will:</b>	<ul style="list-style-type: none"> <li>• Address bullying and related issues through their teaching and tutoring</li> <li>• Find ways to engage their students in meaningful dialogue about bullying prevention ensuring that all students are aware of where to go/what to do if they are bullied</li> <li>• Follow-up all incidents of bullying involving the students they have responsibility for</li> <li>• Actively encourage collaboration amongst students in their learning using a range of student groupings</li> <li>• Support those students identified as needing additional help to understand their own behaviour and its consequences</li> </ul>
<b>Parents and carers will:</b>	<ul style="list-style-type: none"> <li>• Support the academy's staff in training and following procedures against bullying</li> <li>• Encourage their child to come forward if they know of any incidents of bullying</li> <li>• Support the academy to foster a culture where bullying is not tolerated and support the aims of this policy</li> </ul>

The Academy SLT will:	<ul style="list-style-type: none"> <li>Develop themes of the week on the year plan which support anti-bullying: anti-bullying week, consent, positive bystanders, mutual respect, conduct in the community, positive relationships, online safety, peer on peer abuse and our community. These will include an assembly on these themes and daily reflections at lunch time with year groups on these themes across the week</li> <li>Survey staff, students and parents on an annual basis which include questions on children's safety <input type="checkbox"/> Hold regular discussions with the school community about bullying and how to prevent it</li> <li>Provide guidance to staff on how to deal with forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying</li> <li>Recognise that bullying is closely related to how we respect and recognise the value of diversity.</li> </ul>
	<ul style="list-style-type: none"> <li>Be proactive about seeking opportunities to learn about and celebrate difference, increase diversity within our staff and volunteer body, welcome new members to our academy</li> <li>Celebrate diversity through reviewing our curriculum to ensure it is inclusive and representative of our school community and celebrate both Black History Month and Pride Month as a collective</li> </ul>
The Assistant Principal for Learning & Engagement and The Assistant Principal for Inclusion will:	<ul style="list-style-type: none"> <li>Oversee a peer mentoring programme between year 10 and year 7 on an annual basis</li> <li>Provide Pastoral Meeting time where the pastoral team come together to review any incidents of bullying and action plan to prevent any further incidents</li> <li>Provide sanctions for bullying and support for both the person who has bullied and the victim</li> <li>Work closely with Year 6 teachers and primary schools to identify any student vulnerable at transition and put support in place to ensure students have positive relationships</li> <li>Regularly speak to students regarding whether or not they think the academy deals robustly with bullying, including utilising the student council to do so</li> <li>Keep a 'Bullying &amp; Discrimination against Protected Characteristics Log' and analyse this on a termly and annual basis to make recommendations for improvement and track any trends</li> </ul>
<b>Related Docs:</b>	Behaviour Policy, Behaviour Pathway, Child Protection & Safeguarding Policy, Peer on Peer Abuse Protocol, Emotional Health Protocol, Equality Act 2010, <a href="#">NSPCC Guidance</a> , KCSIE 2021

	<b>Review Date:</b>	<b>Reiewed By:</b>	<b>Approved by Governors:</b>	<b>Review By:</b>
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