



Bullying Policy

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INVESTOR IN PEOPLE



Bullying Policy

Ashcroft Technology Academy is committed to:

- Providing a caring, friendly and safe environment where no type of bullying is tolerated.
- Providing a programme of education where all students are encouraged to develop respect for themselves and others.
- Providing guidelines for staff which are clear and consistent.
- Implementing a structured discipline system
- Developing a system which supports both the victim and the bully.
- Work with parents and external agencies where necessary to overcome the difficulties.
- Recognising that bullying is serious and will be dealt with fairly by all adults in the Academy.
- Implementing this policy with regard to the DfES guidance 'Bullying: don't suffer in silence'

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. It is repeated over a period of time and causes pain and distress to the victim.

It can be:

- Emotional being unfriendly, excluding, tormenting
- Physical pushing, kicking, hitting, punching or using any other form of violence
- Racist racial taunts, graffiti, gestures
- 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.
- Disability discrimination on grounds of differences
- Transphobic discrimination against or aversion to transexuality and transsexual or transgendered people

Types of Bullying

Bullying may take several forms:

- Verbal cussing, name-calling, threats and spreading rumours.
- Gestures dirty looks, blanking, offensive or intimidating gestures
- Physical violence towards another student.
- Extortion forcing victim to give money or possessions, buy food
- Exclusion deliberate exclusion or making student feel unwanted.
- Written notes, e-mails, text messages, negative written communications
- Cyber using chatrooms/MSM or other messaging systems

Procedures

It is important that all allegations of bullying are thoroughly taken seriously, thoroughly investigated and steps are taken to ensure that the situation is not made worse and that there is no reoccurrence.

When an incident of bullying is reported:

- Brief notes of what the student says should be made
- Student should be asked to write a full account.
- SPM or DP should be informed
- Incident should be fully investigated, students interviewed and statements taken.
- Empower victim – offer opportunity to meet bully and express feelings
- Bully should be offered the opportunity to show remorse.
- If possible students should be reconciled.

- Punishment in line with the Academy Behaviour Policy should be decided by KSLM and DP Pastoral; in serious cases the Principal may also be involved where exclusion is deemed appropriate.
- Ensure victim is aware of sanctions that have been imposed and is happy that the situation is resolved.
- Parents of both sides should be informed of outcomes.
- Both Victim and Bully may need further support to ensure that the situation is fully resolved and does not reoccur.
- Situation should be monitored to ensure that it has been finally resolved.

Confidentiality cannot be guaranteed particularly if in the professional judgement of the KSLM /DP Pastoral parents of both parties need to be contacted or external agencies need to be involved.

How to Identify Bullying

Students may not always be willing to disclose when bullying is occurring. If staff suspects that there is a difficult they should report this concern to a KSLM. Signs to be aware of are:

- Early signs of distress
- Deterioration of work
- Unnecessary appointments with Welfare Officer
- Isolation
- A desire to remain with adults
- Erratic attendance or punctuality
- Truancy
- Marked changes in personality

It is important that ALL incidents of bullying are taken seriously and are dealt with sensitively and effectively. If there is any doubt at all staff should seek support from a KSLM or a member of the LG.

Help Organisations

Advisory Centre for Education (ACE)	0207 354 8321
Children's Legal Centre	01206 873820
Kidscape	0207 730 3300
Parentline Plus	08088 002222
Youth Access	0208 772 9900