



ORMISTON
SIX VILLAGES
ACADEMY



ANTI-BULLYING POLICY

Approved by the Principal: June 2017
Date of next review: June 2018

This policy is informed by our values as expressed in our Mission Statement:

- Every member of the community will be valued and respected
- Diversity will be celebrated

Introduction

We believe it is the basic right of all students at Ormiston Six Villages Academy to receive an education free from bullying, including cyber bullying that may take place either inside the academy or away from it. **Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else.** Below are some examples of what we consider to be bullying behaviour.

Physical: pushing, kicking, hitting, pinching, spitting or any other use of violence, damage to property or theft

Verbal: name calling, sarcasm, spreading rumours, teasing, taunting

Emotional: excluding, tormenting (e.g. hiding books), being unfriendly, racial taunts, graffiti, gestures

Sexual: unwanted physical contact or personal abusive comments

Cyber Bullying: "The use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else." (Appendix 4)

Objectives

- All staff, students and parents should have an understanding of what constitutes bullying behaviour.
- All incidents of bullying should be reported so that action may be taken. They will also be logged and reported to the IEB each month.

All reported incidents will be:

- Taken seriously and dealt with sensitively followed up with appropriate action and support for both the victim and perpetrator, following, where appropriate a restorative justice approach.
- The academy will continue to raise awareness about bullying and its consequences through discussion, assemblies, tutor times and the wider pastoral and academic curriculum.

Action

- Students are encouraged to report all incidents and not to remain silent.
- Guidance for students on dealing with bullying is displayed in classrooms and also sent home. (Appendix 1)
- Information is sent home which outlines our policy and ways in which parents can

support us and their sons/daughters. (Appendix 2)

- Staff are given clear guidance on how to respond to incidents of bullying. (Appendix 3)
- The normal system of communication and referral is to be used in **every** case.
- The effectiveness of the policy will be monitored (Appendix 6)

Policy within the Academy

All incidents should be recorded on Connect with the name of the bully.

The incident should be discussed with the victim, the bully and any witnesses. These discussions **must** be documented. Specific recording and reporting of race hate incidents must be made (Appendix 5)

Support for the victim

The following list is a selection of the strategies the academy may employ to support a victim of bullying. Each case will be considered individually when deciding on the appropriate support offered.

- immediate opportunity to talk to a member of staff (including student counsellor)
- informing the victim's parents
- confidentiality of source of information if requested
- opportunity for protection if appropriate
- reassurance that action will be taken
- opportunity for further support when they feel they need it
- advice regarding use of social media
- advice regarding contacting external agencies i.e. CEOP or local police

Dealing with bullying behaviour

If any degree of bullying is identified, some or all of the following action may be taken:

- interview with the bully to present evidence and agree action to prevent bullying behaviour in the future
- ensuring that the bully apologises and any recompense is made
- wherever possible, discussion of the situation with both bully and victim together to agree a way forward for reconciliation (restorative justice)
- official warning given and recorded
- letter home to parents informing of bullying and seeking support and /or meeting with family of the bully
- break and lunch time detentions
- after school detentions (as specified for anti-social behaviour)
- request for meeting with parents to discuss behaviour and future action
- internal exclusion in the supervised learning centre
- external exclusion

Support which may be offered to the bully

- hearing their side of the story to discover why they became involved
- informing parents
- offering counselling to help the bully deal with his/her behaviour
- get the bully to think of ways to atone for his/her actions
- anger management
- support and counsellors
- advice and guidance regarding use of social media
- support by the local police to address their actions

Appendix 1

Advice for students - What can you do about bullying?

If you are being bullied:

- Do not ignore it
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Try not to show that you are upset. It is hard to do this but a bully enjoys seeing someone upset or frightened.
- Walk away and then take action.
- Go straight to a member of staff and tell them what has happened - you will get immediate support.

If you know someone is being bullied

- Do not ignore it.
- Take action - watching and doing nothing looks as if you are on the side of the bully.
- If you feel you cannot get involved, tell a member of staff immediately.
- Do not be, or pretend to be, friends with a bully.

Remember that your silence is the bully's greatest weapon.

Appendix 2

BULLYING - a guide for parents

We define bullying as the **wilful, conscious desire to hurt, threaten or frighten someone else**. By taking it seriously and tackling such behaviour when it occurs, we strive to make Ormiston Six Villages Academy safe and secure for all its members.

What is bullying behaviour?

This may be any of the following:

Physical: pushing, kicking, hitting, pinching, spitting or any other use of violence, damage to property or theft

Verbal: name calling, sarcasm, spreading rumours, teasing, taunting

Emotional: excluding, tormenting (e.g. hiding books), being unfriendly, racial taunts, graffiti, gestures

Sexual: unwanted physical contact or personal abusive comments

Cyber Bullying: "The use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else."

What is the academy's anti bullying policy?

- We make sure that all members of the community understand what we mean by bullying behaviour, including cyber bullying.
- We encourage students to report all incidents of bullying that they experience or witness.
- We take every incident seriously and action is always taken.

What is our response to bullying?

- We offer advice, help and support to the victim.
- We make our disapproval plain to the bully.
- If punishment is used, we explain clearly to the bully why they are being punished by referring to the "Behaviour Diamond" shown in the Academy's Behaviour Policy.
- In most cases, we inform parents of both the victim and the bully and seek their support in resolving the problem

What do we tell our students about bullying?

We tell them:

- no one needs to put up with bullying
- that they must tell someone, they don't have to deal with it alone. It is right to tell and it often takes a lot of courage.
- that asking for help can work. Often the best results are when students, parents and staff work together to stop bullying.
- that they must not give up - if the bullying doesn't stop right away, they must keep on

- asking for help until it does.
- bullies need help too.

Parents' action - how you can help.

- Encourage your son/daughter to talk to you about their school and social life
- Feel free to discuss any concerns with your son/daughter's tutor - even minor problems can be distressing to a child
- Watch you son/daughter for any signs of distress
- Listen to your son/daughter and take seriously any reports of bullying

If your son/daughter is the victim of bullying:

- Do contact the academy - speak to his/her tutor or DoL
- Make sure of the facts
- Give the academy time to take action but expect a response

If your son/daughter is responsible for bullying:

- Do not ignore it
- Make it clear that such behaviour is unacceptable
- Work with the academy to develop strategies to change their behaviour

Appendix 3

Immediate response by staff to an incident of bullying

1. If you suspect that a student is being bullied, have an incident reported to you or observe bullying directly:
 - remain calm; you are in charge. Reacting emotionally may add to the bully's fun and give the bully control of the situation
 - take the incident or report seriously
 - take action as quickly as possible
 - think carefully about whether your action needs to be private or public; who are the students involved?
 - reassure the victim. Don't make him/her feel inadequate or foolish.
 - offer your support to the victim
 - make it plain to the bully that you disapprove
 - encourage the bully to see the victim's point of view
 - don't react aggressively because this gives the message that it's all right to bully if you have the power
 - refer to the "Behaviour Ladder" shown in the Academy's Behaviour Policy and explain clearly why bullying is not tolerated
2. Use the referral system to alert appropriate staff.
3. Inform colleagues if the incident arose out of a situation where everyone should be vigilant

Appendix 4

Cyber Bullying

We define cyber bullying as:

“The use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.”

It is often - but not always - an extension of face-to-face bullying, with technology providing the bully with another route to harass their target. However, it differs from other kinds of bullying in that the victim has their personal space and home life invaded, a place where they may usually expect to gain relief from the bullying they are experiencing. As an academy we also face many challenges with cyber bullying. The difficulty in controlling electronically circulated messages; the size of the audience; the perceived anonymity of the bully; as well as getting involved with situations and circumstances that may well be taking place only outside the academy.

Cyber bullying takes many different forms: threats and intimidation; harassment or “cyber-stalking” (e.g. repeatedly sending unwanted texts or instant messages); vilification / defamation; exclusion or peer rejection; impersonation; unauthorised publication of private information or images (including what are sometimes misleadingly referred to as ‘happy slapping’ images); and manipulation.

As an academy we will record and monitor incidents of cyber bullying in the same way as all other forms of bullying. We will use this information to validate any actions we take concerning the cyber bully and the person they are bullying.

We will always take steps to identify the person responsible for the bullying. This may include looking at the academy’s computer system and computer logs; identifying and interviewing possible witnesses; and, with police involvement, obtaining user information from the service provider.

Although cyber bullying is not a specific criminal offence, there are criminal laws that can apply in terms of harassment and threatening and menacing communications. As an Academy we will not hesitate to contact the police if we feel that the law has been broken.

Appendix 5

Race Hate - Racism and the UK Law

The Race Relations Act 1976 and all of its amendments and extensions protect individuals from being discriminated against on the grounds of colour, race, nationality, religious beliefs or ethnicity. This Act does not distinguish between whether racist actions were carried out on purpose or not, it is concerned only with the fact that racial discrimination occurred. As an academy we are obliged to work within this Act and so will respond with vigour to any racially motivated incidents involving members of our community.

Racism - the belief that one race is inherently better than another (or all others) - is a specific form of bullying that some members of our community still suffer from. Though discrimination based on race is illegal in Britain many private citizens still harbour racism in their thoughts, attitudes and actions and these inevitably find their way into our schools.

It is important that as an academy we demonstrate our abhorrence of such behaviour by taking affirmative action in Race Hate incidents. All such incidents will be logged and both victim and perpetrator will be closely monitored to ensure a successful outcome. The police may be informed if it is deemed that the law has been broken.

As an academy, we would expect students, parent / carers and teachers to respond to a race hate incident in the ways outlined in Appendices 1 – 3.

Appendix 6

Monitoring bullying and the anti-bullying policy

1. All incidents of bullying will be logged in addition to the normal logging policies for referrals. The Log is kept in the Designated Safeguarding Lead's office and the data monitored regularly.
2. Student and 'campus' voice are monitored
3. The policy is reviewed annually, supported by the Student Safeguarding Committee
4. Incidents of bullying inform the Pastoral Curriculum, allowing the academy to respond expediently to concerns that arise