

ANTI-BULLYING POLICY

1. General Statement

The School Standards and Framework Act 1998 requires maintained schools to have an Anti Bullying Policy. Bullying is unacceptable at Chelsea Academy and will not be tolerated. The Academy also recognises that because of the verdicts in bullying cases it must take note of bullying perpetrated outside the Academy, which has an impact upon Academy life. The Academy will do what is practicable to eliminate any such bullying.

The governing body values the good relationships fostered by the Academy, and expects that every allegation of bullying will be taken seriously. Some experts say that a child should be treated as being bullied simply because he/she says that they are. The governors consider this to be the attitude that the Academy should adopt rather than presume that the students are being over-sensitive.

All staff, students and parents should be aware of the negative effects that bullying can have on individuals and the Academy in general, and should work towards ensuring that students can work in an environment without fear.

2. Aims

- to demonstrate that the Academy takes bullying seriously and that it will not be tolerated;
- to take measures to prevent all forms of bullying in the Academy and during off-site activities;
- to support everyone in the actions to identify and protect those who might be bullied;
- to demonstrate to all that the safety and happiness of students is enhanced by dealing positively with bullying;
- to promote an environment where it is normal practice and culturally acceptable to tell someone about bullying;
- to promote positive attitudes in students (including assertiveness training)
- to develop restorative justice principles and reconciliation systems when dealing with bullying incidents.

3. Definition of Bullying

Bullying is deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time where it is difficult for those being bullied to defend themselves.

According to 'Kidscape':

- it involves aggression (deliberate) and unequal power relationship;
- it results in Pain and Distress and is persistent.

4. Responsibilities

Governing Body

The governing body will discuss, review and endorse agreed strategies as necessary, and will discuss the Principal's annual report on the working of this policy.

The Principal

The Principal has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students.

The Principal will:

- ensure that all staff have an opportunity to discuss and review strategies;
 - determine the strategies and procedures;
 - discuss development of the strategies with the Leadership Team;
 - ensure appropriate training is available;
 - ensure that the procedures are brought to the attention of all staff, parents and students;
 - report annually to the governing body.
- The Vice Principal (in the first instance) and then Heads of House will:
 - be responsible for the day-to-day management of the policy and systems;
 - ensure that there are positive strategies and procedures in place to help both the bullied and bullies;
 - keep the Principal and designated teacher informed of incidents;
 - arrange relevant staff training;
 - determine how best to involve parents in the solution of individual problems;
 - make a termly report to the Principal;
 - ensure that the Academy's positive strategies are put into practice;
 - have an awareness of the Academy's procedure and deal with any incidents that are reported;
 - involve external agencies when necessary.
 - Learning Coaches will:
 - be responsible for liaising with Vice Principal / Head of House over all incidents involving students in their coaching group;
 - be involved in any agreed strategy to achieve a solution;
 - take part in the anti-bullying programme in the PSHE and Citizenship course.
 - All Staff will:
 - be familiar with the policy and procedures;
 - be observant and ask students what is happening to them;
 - deal with incidents according to the policy;
 - never let any incidence of bullying go unreported, whether on-site or during an off-site activity;
 - participate in the PSHE and Citizenship course.

5. Anti-Bullying Education in the Curriculum

The Academy will raise the awareness of the anti-social nature of bullying through a Personal Development (PSHE and Citizenship) programme, academy assemblies, the academy council, use of coaching time, the national curriculum programmes of study and national anti-bullying week as appropriate.

- The Vice Principal / Head of House is responsible for initiating and developing with appropriate colleagues an anti-bullying programme as part of the PSHE and Citizenship curriculum.
- Faculty/Curriculum Leaders are responsible for introducing anti-bullying material in their programmes of study as appropriate.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by the Academy.

6. Procedures

Types of bullying.

Bullying can be:

- physical
- verbal

- social or psychological
- cyber bullying
- often an inter-relationship between classes/groups.

Signs of Bullying

Students who are being bullied may show changes in behaviour, eg becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy.

All staff should be aware of these possibilities and to report promptly any suspicions of bullying to the Vice Principal / Head of House.

Students will be encouraged to report incidents of bullying. Learning Coaches and the Personal Development Co-ordinator will include anti-bullying training in their programmes.

Dealing with Incidents:

(the Vice Principal will deal with all matters in the first year prior to Heads of House as they roll out in subsequent years)

- if bullying is suspected or reported the incident will be investigated and dealt with initially and immediately by the staff member approached;
- the staff member will record the details of the incident and inform the Learning Coach or Vice Principal / Head of House;
- if a racial element to the bullying is suspected the Vice Principal / Head of House must be informed immediately;
- the Vice Principal / Head of House will interview all the parties and make a record;
- staff teaching the bullied student and the Learning Coaches will be informed;
- the Learning Coaches will determine in consultation with the Vice Principal / Head of House the appropriate strategy and plan of action to combat the bullying;
- the Learning Coaches will oversee the implementation of the strategy;
- parents will be kept informed by the Vice Principal / Head of House;
- any sanctions against the bullies will be determined by the Vice Principal / Head of House.
- if a very serious incident occurs members of the Academy Leadership Team will be involved alongside other colleagues.
- all bullying incidents MUST be recorded on SIMS

7. Bullied Students

Staff who deal with students who have been bullied must always offer reassurance. Students who have been bullied will be given support determined by the Learning Coaches and/or Vice Principal / Head of House in consultation with the student.

8. Bullies

Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the Academy. However, the Academy recognises that sanctions will also have to be used against bullies in accordance with the Behaviour for Learning Policy.

9. Sanctions

Any of the Academy's formal sanctions can be used against bullies as appropriate. For persistent offenders or incidents considered as serious acts of aggression a student could be permanently excluded.

10. Involvement of Parents

- Parents, as well as all staff and students, should know that the Academy will not tolerate bullying, and takes a positive approach to educating students to combat it.
- Parents of students who are being bullied and parents of the bullies will be involved in the solution to the problem, as appropriate, by the relevant Learning Coaches or Vice Principal / Head of House.
- Parents will be informed of the policy and procedures and the possibility of permanent exclusion following serious acts of bullying.

11. Involvement of Students

Students will be involved in the positive strategies through both the Student Council and coaching groups. Students will have an input into the Personal Development anti-bullying programme, and will be consulted on how it could be developed.

A major part of the programme will involve educating students in how to cope with bullying.

12. Strategies for Dealing with Bullying

- All staff will ensure that students understand and adhere to the Academy Code of Conduct.
- Effective supervision of students to minimise the likelihood of bullying.
- Developing a culture which actively encourages students to report incidents of bullying.
- Discussing issues surrounding bullying in Personal Development (PSHE/Citizenship) activities.
- Proactive staff intervention with bullied and bully to resolve incidents. On occasion, where appropriate, it may be productive for both parties to meet together with a member of staff.
- Application of Academy sanctions.

13. Reporting and Recording

All incidents must be reported and recorded using Academy procedures.

14. Staff Training

The Vice Principal / Heads of House are responsible for arranging a programme of staff development, which will include anti-bullying strategies. This will include training for student services staff and governors, as well as teachers.

15. Monitoring and Review

- The Vice Principal / Head of House will keep and consider reports on serious incidents, and make a termly report, with statistics, to the Principal.
- The Principal will consider the reports with the Leadership Team to determine what can be learned from the incidents and how they were handled with a view to improving the Academy's strategies.
- Recommendations for change to effect improvement will be made and enacted annually.
- The Principal will make an annual report to the governing body.