

Anti-Bullying-Policy

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1. Introduction

- 1.1. At Phoenix Academy, every pupil and member of staff should feel safe from any abusive, threatening or unpleasant behaviour. Members of Staff should be able to operate on the clear understanding that pupils will behave towards them with courtesy, cooperativeness and obedience to legitimate rules and instructions. Pupils must be able to expect the highest standards in teachers' behaviour and attitudes towards them. Members of Staff should always set high standards for how pupils behave towards each other.

2. Purpose

- 2.1 Our purpose in this area is: -
- to provide a safe, secure environment for all pupils;
 - to encourage an atmosphere of respect for each member of our community;
 - to create a supportive climate and break down any code of secrecy;
 - to counter, and if possible eliminate, any idea that bullying is inevitably part of school life;
 - to work within an agreed set of procedures;
 - to involve the whole Staff and the pupils in eradicating bullying.

3. Scope

- 3.1 The Governing Body is responsible for establishing and maintaining this Anti-Bullying policy and for ensuring that it is followed. The Governing Body delegates authority to the Learning and Teaching Committee, advised by the Principal, to administer the Anti-Bullying policy on its behalf. The Principal is responsible for implementing the decisions of the Committee and for complying with this policy.
- 3.2 The policy applies to the Principal and to all staff employed by the school.

4. Principles

- 4.1 The underlying principle of the Phoenix Academy Anti-Bullying Policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

5. Key Staff

Staff member	Role
Mr T Macdowall	Principal
Mr T Lamboi	Assistant Headteacher
Ms M Copeland	SENDCo
Ms C Minors	Pastoral Support Manager (PSM)/CP Officer
Ms S Martins	PSM
Mr D Dice	Commando Joe
Ms J Lynch	School Counsellor
Dr G Bertram	Out of lesson learning lead

6. Overview

- 6.1 Bullying is anti-social behaviour which affects everyone; it is unacceptable and will not be tolerated at any Future Academies school.
- 6.2 Bullying is defined as deliberately hurtful behaviour that is repeated over a period of time.
- 6.3 The main types of bullying include:
- Physical (hitting, kicking, theft)
 - Verbal (name calling)
 - Indirect (spreading rumours, excluding someone from social groups)
 - Cyber (using text messaging and social networking sites)
 - Prejudiced bullying (any of the above with an element of racism, sexism, homophobia, or other prejudice)
- 6.4 Phoenix Academy recognises the statutory duty placed upon the Principal by the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

7. Signs of Bullying

- 7.1 Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.
- 7.2 Teachers and all adults working in schools must be alert to the signs of bullying and act promptly and firmly against it.
- 7.3 Staff will be made aware of the signs of bullying as part of training, as well as through the staff handbook.
- 7.4 Sometimes the symptoms of bullying will present themselves at home. Parents will therefore be made aware of the signs of bullying at information evenings and through our website, and will be encouraged to speak to the PSM if they have any concerns about their child.

8. Preventing Bullying

8.1 Phoenix Academy will take a proactive approach to preventing bullying, through a range of strategies that include (but are not limited to) the following:

- Emphasising the importance and nature of respect – one of the three core values at Future Academies’ schools – through the house system, assemblies and other systems.
- Team building activities at the start of and throughout the year to build a sense of community in which we value and care for each other.
- Raising awareness of the nature of bullying through the Wellbeing and PSHE curriculum.
- Work done by the pastoral teams with individuals and groups of pupils on building positive relationships and rebuilding relationships after conflict.
- Anti-bullying assemblies and project days.
- Receiving feedback from students about bullying procedures and student safety through the termly student survey.

9. Identifying bullying

9.1 Phoenix Academy will operate a variety of appropriate reporting and detection systems in order to proactively and promptly detect bullying. Pupils will have access to a ‘bullying box’ situated in reception and checked by the PSMs regularly. Pupils also have daily contact with their Form Tutor which enables every pupil to have an adult in-school to talk to and raise concerns to.

10. Dealing with bullying

- 10.1 The pupils involved in all incidents of bullying are encouraged to talk issues over with the aid of a mediator (usually a pastoral member of staff) and find a way forward to end the cycle of bullying and complaints. This seems to be more effective when pupils who are friends fall out, but could be less effective at resolving full scale bullying.
- 10.2 Although mediation can be successful in some cases, others have expressed concerns that victims of bullying may be making themselves vulnerable when discussing their feelings. When using this method, we should consider seriously the skills of the mediator and the capacity of staff to carry out follow-up work and ensure positive behaviour continues after the sessions end.
- 10.3 If bullying is suspected or reported the member of staff who has been approached must deal with it immediately. Steps must be taken to support and respond to the needs of both bullied and bullying pupils.
- 10.4 Parents and carers will be informed of the situation. They will be asked to be vigilant, particularly over their pupils’ interactions on line.
- 10.5 Parents have the right to contact the police for cyber bullying as this has happened outside of school; though such incidents will also be investigated and dealt with internally as well.
- 10.6 The school will involve the police for serious incidents that occur on the school premises. The school will also fully support a police investigation in to incidents of bullying.
- 10.7 Pupils who report bullying should be supported by:
- Offering them an immediate opportunity to discuss the experience with a member of staff with whom they are comfortable
 - Reassurance from a member of staff as to how seriously the school takes bullying
 - Support from all staff, but particularly the PSM, in restoring self-esteem and confidence
- 10.8 A clear account of the incident should be recorded.

- 10.9 The PSM/HoY will interview all concerned and will keep records of all interviews in the files of the pupils concerned.
- 10.10 Form tutors, HOYs and other staff involved with both the victim and alleged bully will be kept fully informed.
- 10.11 The PSM/HoY will be responsible for deciding on an appropriate strategy that may include:
- counselling (or similar) to support the victim
 - punitive sanctions to punish the bully (in line with the school's behaviour policy)
 - restorative strategies to repair the relationship
 - behavioural interventions to prevent future bullying, such as anger management, counselling etc for the bully
 - Contacting relevant professionals e.g. School counsellor, EWO, Education Psychology, school nurse etc

11. Responsibilities of all stakeholders.

11.1 The Responsibilities of Staff

Our staff will

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the PSM and or HoY.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

11.2 The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Report to a member of staff any witnessed or suspected instances of bullying.

11.3 The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to a member of staff and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying.

11.4 The Responsibilities of All

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying.

12. Continuous professional development of staff

All staff will receive training each September as part of the annual staff induction cycle.

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