

Anti-Bullying Statement
Erdington Academy
Part of Fairfax Multi-Academy Trust
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Bullying is anti-social behaviour, is unacceptable and will not be tolerated. It is only when all issues of bullying are addressed that all members of the Academy community will be able to fully benefit from opportunities offered to them.

We strive to ensure that a framework is created where each member of the Academy community can talk about their feelings and feel that they have someone to whom they can talk if they are being bullied or are aware of others being bullied.

At all times, we wish to stress that it is the bullying behaviour that is unacceptable and not the persons themselves. We have a programme of support and guidance to improve the behaviour of those responsible for bullying. This policy links to The Equality Act 2010 which can be found at the [Equality Act 2010](#)

DEFINITION:

Bullying is deliberately hurtful behaviour, both physically and emotionally, repeated over a period of time, where it is difficult for those being bullied to stand up for themselves. Underlying most bullying behaviour is an abuse of power and a desire to intimidate and dominate.

Bullying is not an inevitable part of Academy or working life. No one person or group, whether staff or student, should have to accept this type of behaviour and only when all issues of bullying are addressed, will all members of Erdington Academy be able to benefit from the opportunities available.

Bullying can occur through several types of anti-social behaviour:

- Physical: eg hitting, kicking, theft, damaging belongings
- Verbal: eg name calling, insulting, repeated teasing, homophobic, religious, racist, sexist, directed towards physical/social disability/learning difficulty eg dyslexia, dyscalculia
- Indirect: spreading rumours, excluding someone from social groups

- Implemented through technology: eg text messaging, e-mails, inappropriate filming by camera phone, messaging, cyber bullying, sexting.
- Threatening behaviour: eg extorting money with the threat of violence

Bullying behaviour can be very subtle where once a bullying relationship has been established; the person/s responsible for the bullying may only have to look threateningly to reinforce their victim's fear. Bullying can also take place in or outside of school.

WHAT TO LOOK FOR:

- Changes in behaviour: eg becoming shy, nervous, feigning illness, taking unusual absences.
- Changes in work or attendance and lack of concentration

KEY POINTS:

- Each member of the Academy community must be encouraged to report bullying
- All staff working in the Academy must be alert to the signs of bullying and act promptly and firmly against it.
- The sanctions for bullying of any kind should be brought to the attention of students, staff and parents/carers.

All incidents of unacceptable and bullying behaviour will be recorded and an agreed range of graded sanctions will be applied to demonstrate to the individuals involved how seriously the matter is taken. Parents/carers will be informed of all serious incidents.

STRATEGIES FOR PREVENTION OF BULLYING:

Awareness of bullying can be raised through;

- a) The curriculum
- b) A whole-Academy approach
- c) Tutor-time discussions
- d) Assemblies

a) The Curriculum:

The aim is to give bullying as high a profile as possible with all faculty areas incorporating a focus on bullying wherever possible to promote an anti-bullying ethos.

Each faculty is required to be familiar with and operate the policy and, in addition to this, to identify their own issues specific to the faculty to reinforce Academy policy.

b) A whole-Academy approach:

An anti-bullying ethos is emphasised through all assemblies, but through year assemblies in particular. Work is done with staff on Training Days, modules in the Guidance programme, student voice, with parents/carers and with governors. National Anti-Bullying Week has a high profile in the Academy with assemblies and activities co-ordinated and led by Heads of Year and Peer Mentors.

All staff, teaching and non-teaching reinforce the policy through all areas of Academy life and as an Academy we strive to:

- Organise the Academy community in order to minimise opportunities for bullying eg increased supervision at break and lunchtimes.
- Deal quickly, firmly and sensitively with any complaints, involving parents, where necessary.
- Review the anti-bullying policy and its degree of success via student questionnaires.
- Have a firm but fair discipline structure with **one** rule which is simple to follow and easy to understand. (Each member of the Academy community is expected to treat every other member of the community, both inside and outside Academy, with respect at all times).
- Ensure that the anti-bullying policy links with the Behaviour and Discipline Policy.
- Encourage students to discuss their relationships with others and to form positive attitudes towards others through tutor time discussions
- Treat bullying as a serious offence and take every possible action to eradicate it from our Academy (Please see Behaviour and Discipline policy and Exclusions Policy).
- Ensure that all areas in the Academy are safe for all students via feedback from Peer Mentors, student council. Provide areas for more vulnerable students to use eg Library, Homework Clubs, lunchtime nurture clubs.
- Involve students in policy decisions and reviews.

c) Tutor time:

- Regular, planned whole-group discussions regarding forming positive relationships and how to react to bullying situations.

REPORTING BULLYING:

Students are to be encouraged to report any incidents of bullying to their parents and Pastoral Leader wherever possible, or to any other member of staff.

Any incident of bullying, however small, should be reported immediately, ideally by the victim(s) or friends. Students are taught that silence is the bully's greatest weapon and are encouraged to:

- Tell themselves that they deserve respect, they do not deserve to be bullied and that it is wrong
- To have self-respect, be proud of who they are and that it is good to be an individual
- Try hard not to show that they are upset as bullies often thrive on the fear of others
- Stay with a group as there is always safety in numbers
- Try to be assertive and walk confidently away to a teacher or to another adult
- Use the Academy e-mail system to report bullying – via the Home Page of the Academy website and send the e-mail to their tutor, their Head of House or any other adult in the Academy.
- Use the SHARP system via the home page of the Academy website. This message is immediately sent to Assistant Principal (Student Wellbeing).
- Students will be reassured that teachers will deal with the bullying incident in a way that will end it and not make things worse for them. Pastoral leaders log incidents of bullying centrally in order to draw up any recurring patterns in terms of both victims and perpetrators. All information is treated sensitively and is only used as a basis for action when appropriate.

PARENT/CARER LIAISON:

If parents have any concerns about bullying issues, they are asked to contact their child's tutor or the appropriate Pastoral Leader in the first instance. Parents are also encouraged to:

- Advise their child to report an incident of bullying promptly rather than retaliate. Fighting back will only make matters worse. Look for unusual behaviour eg suddenly not wanting to attend our Academy, feel ill regularly etc
- Take an active role in their child's education by enquiring how their day has gone, how they spent lunchtime etc
- Contact the Academy immediately if they feel their child may be a victim of bullying behaviour
- Some children may well feel that they are being bullied because there is something wrong with them. In most cases, parents should reassure their children.
- In a minority of cases, parents may feel concern that aspects of their child's behaviour may well be a contributory factor to the bullying they are experiencing. Parents are urged to contact the Academy immediately in order to work together on alleviating this.
- Give their child the confidence to ask for help
- Sign the Home-Academy Agreement to support the policy. (All parents and students are asked to sign the agreement during the Induction process for new students)

PROCEDURES FOR RESPONDING TO ALLEGATIONS OR INCIDENTS OF BULLYING:

The following steps are taken when dealing with bullying incidents:

- If bullying is suspected or reported, the incident should be passed on immediately to the Pastoral Leader, who will record a clear account of the incident.
- The appropriate Pastoral Leader will liaise with both victim and bully.
- All students concerned will be interviewed, asked to write a statement, and the incident recorded.
- LT are informed, where necessary.
- Pastoral Leaders may decide to refer either or both the victim and/or the bully to a Peer Mentor, to focus on aspects of behaviour or self-esteem.
- Parents/carers should be kept informed
- The Method of Shared Concern is used in all cases where the lead member of staff will discuss the issues behind the incident(s) with both bully and victim and try to reach a resolution for all parties
- In order to encourage a positive change in the motivation of the student who has bullied and to offer support for the victim, a Restorative Justice response is undertaken. This method involves healing emotional damage and making sure that fairness and justice prevails. Its main purpose is to ensure that the student(s) who has caused the harm understands the impact of their behaviour.
- If the above fail, punitive measures will be used as appropriate and in consultation with all parties concerned. (Please see Behaviour and Discipline Policy)
- Sanctions may take the following forms
 - a) a formal verbal warning noted on student record
 - b) Detention or period in isolation issued
 - c) missing an activity which the student normally attends
 - d) parents informed

e) if the bullying persists after a formal warning, a short fixed term exclusion may be issued, the LA will be informed; parents will be required to attend a return to Academy interview with Pastoral Leader.

f) if the bullying continues after this stage, the bully and parents will be required to appear before a member of the Leadership Team, and/or the Associates' Disciplinary Group, and may be referred to the Behaviour Support Service for in-Academy support

g) if all the above fail, the student may be recommended for Permanent Exclusion (Please see Exclusions Policy)

- In order to encourage responsible and respectful behaviour from all students, appropriate behaviour is rewarded by:
 - a) Merit Marks/ Rewards Points
 - b) Commendation postcards home

SUPPORT:

All members of the Academy community who have been bullied should be offered an immediate opportunity to discuss the experience with someone appropriate of their choice. They should reassure the victim and help restore their self-esteem and confidence.

MONITORING AND REVIEW:

This policy will be reviewed via bullying record books, the student questionnaire and tutor time discussions.

Feedback from this information, with recommendations, will be presented in LT meetings, Heads of Faculty and Pastoral Leader meetings and Academy council. Action from the recommendations will then be agreed and actioned by LT.

APPENDIX

Incident Management

The Academy will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

Post Incident Responses for the Target of Bullying

When a member of staff receives, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated.

The Academy will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy

- counselling
- befriending
- assertiveness training
- extra supervision/monitoring
- creation of a support group
- peer mediation/peer mentoring
- informing/involving parents
- adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- arrangements to review progress

For the Bully

Erdington Academy takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way.

We will respond to incidents of bullying behaviour in a proportionate way - the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- immediate action to stop an incident of bullying in progress
- engagement with the bully to reinforce the message that their behaviour is a breach of the Academy rules and is unacceptable
- loss of lunch/break-time privileges
- detention
- removal from class/group
- withholding participation in sports or out of Academy activity (if not essential part of curriculum)
- parents informed
- counselling/instruction in alternative ways of behaving
- adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- fixed periods of exclusion
- permanent exclusion (in extreme cases which may involve violence)
- rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control

Monitoring Arrangements

This policy will be evaluated annually and updated where necessary. The views of pupils and staff will be used to make changes and improvements to the policy on an ongoing basis.

Academy Bullying Incident Form. This information is recorded electronically. The pastoral support team can then access this secure information.

This report will be held in strict confidence and will not be made available to any outside persons or agencies.

Report from: _____
 Date of Incident: _____ Time of Incident: _____
 Ethnic origin of victim: _____ Ethnic origin of perpetrator _____
 Indicate type of incident - please tick ()

Name Calling	Teasing	Physical abuse
Having personal possessions taken	Receiving abusive text messages or e-mails	Being forced to hand over money
Being forced into something against their will	Being ignored or left out	Other (please specify)

If you feel the bullying incident was in any way motivated by any of the following, please indicate with a tick ()

- Appearance Disability
- Gender Race/ethnic origin
- Religion Sexuality

Brief description of incident

Action taken

Please tick () if the incident led to perpetrator being excluded

Have you had contact with the victim's parent/guardian Yes/No

Have you had contact with the perpetrator's parent/guardian Yes/No

Have you reported this incident to any other agencies Yes/No

If 'yes' which agencies? _____

Signed: _____ Designation: _____

National Contacts & Telephone Numbers

- **Childline** Telephone number **0800 1111**
(open 24 hours a day)

For children who are deaf or hard of hearing textphone service - 0800 400222

- **Kidscape** Telephone number 020 7730 3300
Bullying councillor available Monday-Friday 10.00 am-4.00 pm)
- **Anti-Bullying Campaign** Telephone number 0207 378 1446
(Advice line for parents and children 9.30 am-5.00 pm)
- **Advisory Centre for Education** Telephone number 0207 354 8321
(Advice line for parents on all Academy matters open Monday-Friday 2.00 pm-5.00 pm)
- **Parentline Plus** Telephone number 0808 800 2222
(National helpline for parents Monday-Friday 9.00 am-9.00 pm
Saturday 9.30 am-5.00 pm, Sunday 10.00 am-3.00 pm)

Useful websites regarding bullying in Academies

BBC Bullying Survival Guide www.bbc.co.uk/education/bully/index.htm

Provides information, guidelines for dealing with all aspects of bullying, a help and resources list and accounts of celebrities who were bullied when they were at school.

ChildLine www.childline.org.uk

Gives details on the CHIPS initiative and other information regarding bullying

Kidscape www.kidscape.org.uk

Gives advice and support for victims, Academies and parents

Bullying Online www.bullying.co.uk

A registered charity, which contains advice for both parents and pupils

Bullyweb www.uclan.ac.uk/facs/science/psychol/bully/bully.htm

A research site with links to other sites on bullying