



THE THOMAS ALLEYNE ACADEMY ANTI-BULLYING POLICY

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DATE ADOPTED:	February 2021
REVIEW DATE:	February 2024

1. INTRODUCTION

Thomas Alleyne Academy recognises and affirms the right of everybody to live, learn and work in a safe and secure environment and is committed to the development of strategies and procedures for preventing and responding to unkind behaviour and bullying of all types.

It is acknowledged that bullying can seriously disrupt an individual's personal, social and educational progress and achievement, so the Thomas Alleyne Academy will promote and implement procedures that:

- Reduce and eradicate where possible instances in which children, young people and adults are subjected to bullying in any form;
- Establish appropriate means of support for victim and bully should an incident of bullying occur;
- Ensure that all members of the Academy community embrace this policy and fulfil their obligations to it.

The Thomas Alleyne Academy:

- Promotes these beliefs through its core values of Show Respect and Be Safe
- Has the students and parents sign the Home School Agreement as part of induction pack.
- Does not tolerate bullying by young people or adults on its premises, or the journeys to and from school, or school visits.
- Will ensure that the victim of bullying will be supported to remain at the Academy when it is in his or her best interests.
- Will ensure that the person undertaking the bullying is supported in minimising and curtailing this behaviour.
- Ensures that young people, parents, carers and other adults know what they should do and to whom they can talk to if they believe someone is being bullied or if they are being bullied themselves.

Thomas Alleyne Academy has a 'zero tolerance' of bullying of any kind from anyone. This does not mean exclusion from school, but it does mean that help, support and advice will be sought for any person involved, whether bullied or being a bully. It is hoped that the guidance in this document will be supportive to all personnel involved with Thomas Alleyne Academy.

Through the website and Induction Booklet, the Academy informs parents of who to contact if they have concerns about unkind behaviour, the support available, and the possible use of disciplinary measures.

2. STATUTORY DUTIES OF ACADEMIES – LEGAL CONTEXT

Headteachers have a legal duty to take measures to prevent all forms of bullying among pupils.

The local governing body has an important role to play in ensuring that the Academy has a policy and monitors bullying.

The local governing body also has a responsibility to deal with unresolved complaints about bullying through the Academy based complaints procedure.

3. BASIC GUIDELINES

Bullying is defined as deliberately hurtful behaviour often repeated over a period of time, where it is difficult for those being bullied to defend themselves. Some different types of bullying are;

- Physical (hitting, kicking, intimidating presence, theft)
- Verbal (name calling, racist remarks, belittling, sarcasm, goading)
- Relational (spreading rumours, subjective comments in an inappropriate setting, excluding someone from social groups)
- Cyber bullying (via text messages, email or social media)

Bullying can be based on:

- Appearance
- Culture or class
- Disability
- Gender (sexist)
- Gender identity (transphobic)
- Race
- Religion or belief
- Sexual orientation (homophobic or biphobic)
- Special Educational Needs

Students and adults affected by bullying may show changes in behaviour, becoming less confident, depressed, stressed, and quiet. They may exhibit physical symptoms such as headaches and stomach aches.

The effect of bullying can also be made worse by the contribution of bystander/collusive behaviour. This can happen by;

- Choosing to ignore or deny that bullying has occurred;
- Witnessing an incident but supporting the bully or refusing to report the incident.
- Being informed that an incident has occurred but doing nothing about it;
- Failing to report that a colleague or young person has committed, or has been accused of, or is implicated in an incident.

All members of the Academy community need to understand the definition of what constitutes bullying and be alert to signs that bullying is taking place. Specific roles and responsibilities are contained in this policy.

4. GUIDANCE FOR ACADEMY STAFF - PROCEDURE

All members of the Academy must act firmly against bullying wherever and whenever it appears. Failure to respond to incidents may be interpreted as condoning the behaviour. If bullying is witnessed, reported or suspected, the incident will be managed immediately by the member of staff, who will inform all parties of their intention to report it on.

The Academy community is encouraged to express need by being assertive, not aggressive or intimidating. Aggression and intimidation is bullying. If a bullying incident is witnessed or reported the following procedure will be followed:

Reporting

- A clear account of any incidents will be logged on SIMS database (staff and students involved)
- If a member of staff is reporting an incident they should communicate this to the Student Support Worker or Head of Year for the appropriate year group by email or face to face, in a timely manner.

Investigation

A member of staff (usually the Student Support Worker) will interview all parties concerned. They should ensure they follow the following guidelines:

- The investigating member of staff should have a no blame approach in the course of their investigation and use restorative language as exemplified in the behaviour policy.
- State that the incident was reported by a member of the school community (unless student wants to be named)
- Consider first if it is poor communication. If this behaviour is repeated then a sanction will follow. Warn that it is an excludable offence.
- Ensure the person is clear what constitutes bullying – repeated unkind behaviours and/or repeated unkind behaviour to a specific individual, intent to hurt Refer to core values of
- Be Safe and Show Respect.
- Offer anti-bullying log to record further incidents.
- Consider if need to report to DSP for Child Protection

Communication

- Parents/carers will be informed as appropriate, according to the professional decision of those involved.
- Form Tutors are the first link for all issues relating to unkind behaviour with students.
- Other staff will be informed for monitoring purposes where appropriate.
- Disciplinary procedures may be considered in consultation with relevant pastoral and leadership parties.
- Report to parents of victim and alleged aggressor.

If appropriate:

- Encourage remediation, e.g. letter of apology if appropriate.
- Offer mediation
- Offer respite in C20
- Offer assertiveness skills
- Set up friendship circle
- Refer for a peer mentor
- Refer for a staff mentor
- Offer counselling
- Use school sanction system.

All Form Tutors will act as the prime adviser between the students, parents and the Academy, with support from the Student Support Worker, Head of Year, Assistant Headteacher, Deputy Headteacher or Headteacher as appropriate.

5. GUIDANCE FOR PARENTS/ CARERS/ FAMILIES

Parents, carers and families have an important role to play in helping the Academy to deal with bullying. We expect parents to:

- Stop children/young people from using unkind behaviour at school, at home, or elsewhere.
- Take an active interest in their children's school and out of school activities, discuss friendships, monitor their use of social media and know how free time is spent and how the journey to and from Academy is undertaken.
- Watch out for signs that their children are being bullied, or using bullying behaviour to others.

Parents should also;

- Contact the Academy (Form Tutor) if they are worried that their child is being bullied or is bullying others;
- Endeavour to have positive relationships with all Academy personnel

6. GUIDANCE FOR STUDENTS

Thomas Alleyne Academy aims for all members of its community to treat everyone with dignity, respect and consideration, and to value the diversity of its community. Bullying will often include elements of discrimination and/or oppression and this **will** be challenged.

Students will understand what constitutes bullying and what to do about it.

Students will understand that being a bystander is unacceptable.

Students should know who to report unkind behaviour to within the Academy in order that the matter can be dealt with. This could be any member of staff that the student feels comfortable with.

If a student is the victim of bullying they should speak to their Form Tutor or member of the Pastoral Team in the first instance.

Students should refrain from phoning their parents during school hours to report bullying, as this is against the Academy behaviour for learning policy

7. HELP AND SUPPORT

If anyone is bullied on Academy premises or on the way to and from Academy, the incident will be dealt with via the procedures. *Anyone* witnessing such incidents has a duty to report it.

Anyone who bullies should be made aware of the effect of their actions. It should be made clear to them that they are bullying, that their behaviour is unacceptable and that it will not be tolerated.

Support will be offered to those bullied and the bullies;

- Within the Academy through reassurance, mentoring, counselling (at Academy or via a referral, School Health).
- For students and their families via Early Help Module/Children's Service Directory.
- Restorative Justice (Academy Pastoral Team)
- For staff and possibly parents/carers training/guidance (website – Herts Direct; School Standards and Effectiveness; Extended Schools Services, Healthy Schools Adviser)
- Solutions Focused Circle (Educational Psychologist)
- Some bullying incidents, especially repeated bullying, will be dealt with through the sanctions outlined in the Academy's Behaviour for Learning Policy.

The Academy will review this policy on a three yearly basis (or earlier if county guidance changes, or if it is identified that this policy or parts of it are not working), and assess its implementation and effectiveness. The Headteacher will be responsible for this whole process, but may delegate certain tasks to the senior management team.

The policy will be promoted via the core values of Be Safe and Show Respect in the interactions of all staff with students around the school and through the curriculum. The policy will be promoted through:

- Tutorial time
- Year assemblies and House assemblies for example Anti-Bullying Week, Black History Month, LGBT History Month,
- PSHE lessons
- Anti-bullying Workshops
- Safer Schools Day
- Initiatives Such As 'Act Of Kindness', THINK
- Peer Mentoring Scheme
- Rewards system
- Displays around the school
- Student Planner and Induction Booklet
- School website

It is the responsibility of ALL staff and students to challenge and/or report acts of unkind behaviour and racist, sexist, homophobic, biphobic, transphobic or classist language.

8. RELATED ACADEMY POLICIES

In order to safeguard and promote the welfare of children, this policy should also be read in conjunction with other associated policies to ensure the safety and wellbeing of children

- Anti-Bullying
- Attendance and Punctuality
- Behaviour for Learning
- Child Protection
- Complaints
- Educational visits
- E-safety
- Health and Safety
- Supporting Students with Medical Conditions
- Prevent & Safeguarding
- Special Educational Needs
- Staff Code of Conduct
- Whistle-blowing

Related policies can be viewed on the academy website: www.tas.herts.sch.uk

9. USEFUL WEBSITES

Anti-Bullying www.antibully.org.uk

Kidscape www.kidscape.org.uk

Suitable for KS2 pupils

Suitable for all stages and parents/carers

Anti-Bullying Alliance www.ncb.org.uk/aba

NSPCC www.nspcc.org.uk

Anti-Bullying Network www.antibullying.net

Suitable for all stages and parents/carers

Suitable for KS1/2 teachers and KS2 pupils

<https://diana-award.org.uk/anti-bullying/>

Beat Bullying www.beatbullying.org.uk

Suitable particularly for KS2/3 teachers and pupils

Bullying Online www.bullying.co.uk

Suitable for KS1/2 teachers and KS2 pupils

Circle Time www.circle-time.co.uk

Suitable for KS1/2 teachers

DfES www.dfes.gov.uk/bullying