The Birley Academy
A L.E.A.D. Academy

Anti- Bullying

Introduction
It is a basic entitlement of all young people that they receive their education free from humiliation, oppression and abuse. We are committed to providing a caring, friendly and safe environment for all of our students so that they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our Academy. **We define bullying as behaviour that is repeated; intended to hurt someone either physically or emotionally; aimed at a particular group or religion. Behaviour such as one off name calling does not constitute bullying**. If bullying does occur, all students should be able to tell and know that incidents are dealt with promptly and effectively.   We have a responsibility to create and maintain a secure and safe environment for students who are in our care, so that parents and carers may send their children to the Academy in the confident knowledge that they will be protected from bullies. We also have a responsibility to ensure that students who are bullying learn different ways of behaviour.

Definition of bullying
Bullying is aggressive or insulting behaviour by an individual or a group, often repeated over a period of time that intentionally hurts or harms. It is difficult for victims to defend themselves against it.
Bullying can be:
- *Emotional*
  Being unfriendly, excluding, tormenting, damage to property (e.g. hiding books, threatening gestures)
- *Physical*
  Pushing, kicking, hitting, punching or any use of violence
- *Racist*
  Racial taunts, graffiti, gestures
- *Sexual*
  Unwanted physical contact or sexual comments
- *Homophobic*
  Because of, or focusing on, the issue of sexuality
- *Verbal*
  Name-calling, sarcasm, spreading rumours, teasing
- *Cyber*
  All areas of internet, such as e-mail and social media misuse, mobile 'phones used for threat by text messaging and calls, misuse of associated technology, e.g. recording facilities

Policy
This policy applies to all staff, parents, young people and governors. All parties should have an understanding of what bullying is. All governors and teaching and non-teaching staff should know what the Academy policy is on bullying and follow it when bullying is reported. All students and parents should be aware of what to do about bullying if it arises. As an Academy, we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.

Education
This Academy is committed to providing a comprehensive anti-bullying awareness programme for all students which will be incorporated into the PSHE curriculum.
Our educational aims in relation to this are:
- That students understand what bullying is; its causes, effects and methods of prevention
- That students accept that they have a duty to themselves and others in preventing bullying and taking action should it occur by reporting it to a member of staff

These aims will be met through the following actions:
- The PSHE programme will be planned to enable the fulfillment of the aims of the policy
- Outside speakers will support the anti-bullying programme as appropriate
- Use of tutor time to address issues, sometimes using techniques such as circle time
- Use of assembly time

Parents
Parents should be made aware of the possible signs of bullying. If they suspect that their child or another child is being bullied then they should know how to contact the Academy and be fully aware of the procedures that will take place. If incidents occur only outside the Academy then the Academy will offer help and support but it may be necessary for them to contact the police.

Response to incidents of bullying
All staff, parents, students and governors should be aware of these procedures.
1. The bullying behaviour must be investigated thoroughly and swiftly with the aim of stopping the bullying behaviour immediately. This will be led by the Year Leader for the year group or another member of the inclusion team
2. The bully and the victim should give written accounts
3. Any confirmed incidents of bullying should be recorded by staff on Go4Schools and MyConcern.
4. Parents of the victim and the bully should be informed and involved
5. A bullying action plan should be completed with the victim and any other relevant parties to help the victim feel safe. This should go in the student file.
6. An attempt should be made to help the student doing the bullying to change their behaviour. This should be recorded and placed in their student file.
7. The Academy will keep an ongoing record of incidents.

Outcomes
1. Formal sanctions may be appropriate for the bully including detention, fixed term exclusion and permanent exclusion
2. The bully may be asked to apologise, if it can be done genuinely
3. Support will be offered to the victim and recorded on an action plan
4. An action plan may also be drawn up for the bully to support them in changing their behaviour
5. At the time of the action plan, a review date will be set. On this date the review will establish that the bullying behaviour has stopped. Referral meetings will be used to monitor that the bullying does not reoccur.

Media
The Headteacher or a nominated spokesperson will handle all media enquiries. The Academy will not comment on individual cases but will refer to the Academy policy and the procedures in place to manage any incidents of bullying.

Monitoring and Review of the policy
Application of the policy will be monitored by the Deputy Headteacher and reports submitted to the relevant Governing Body committee. The policy will be reviewed every two years, or in the light of changing information. The review will be led by the Deputy Headteacher.

Dissemination of policy
This policy will be launched circulated to all staff in May 2018. New staff will be introduced to this policy as part of the induction process. The policy will be available on the Academy network and other interested parties may apply for a copy. Students will be made aware of the policy as part of the anti-bullying part of the PSHE programme.

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Date Adopted: May 2018

Review Date: May 2020