



**BARCLAY
ACADEMY**
LIBERTAS PER CULTUM

Anti-Bullying Policy

2022-2023

Anti-Bullying Policy

(To be read in conjunction with the Behaviour Policy)

Statement of Intent

At Barclay Academy we are committed to providing a welcoming, caring and safe environment for all our students so that they can learn and play in a safe and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. No-one deserves to be a victim of bullying and everyone has the right to be treated with respect. Students who bully others need to learn different ways of behaving.

At Barclay Academy, we acknowledge that bullying does happen from time to time – indeed it would be unrealistic to claim that it does not. When bullying does occur, students should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. All students are actively encouraged and reminded to approach staff with any worries or concerns. This means that *anyone* who knows that bullying is happening is expected to tell members of staff.

Aims and Objectives of this Policy

The aim of this policy is to take steps to prevent (as far as possible) and deal effectively with any behaviour deemed as bullying. The implementation of this policy supports the school's ethos that bullying is unacceptable. All members of the school have a responsibility to recognise bullying if it occurs and take appropriate action in accordance with Academy policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place (section 2 in the guidance & the Education Act 2006);
- The Academy will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, and The Children Act 2004;
- All governors, teachers and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is;
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it if bullying is reported;
- All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying occurs;

- Whole school initiatives (staff training, anti-bullying events, school council, focus assemblies etc.) and proactive teaching strategies (Personal, Health, Social and Citizenship lessons, philosophy etc.) will be used throughout the school to promote the school's ethos that bullying is unacceptable;
- A positive, safe and caring ethos will be an essential part of the whole school environment, where everyone can learn, play and express themselves, free from the fear of being bullied;
- All students will be actively encouraged and reminded by school staff that it is important to tell if they are worried or concerned about bullying, or have witnessed bullying.

What is Bullying?

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time.

Some examples of bullying can be:

<i>Emotional</i>	Being deliberately unfriendly by excluding, tormenting, ridiculing, humiliating. Writing notes or graffiti.
<i>Verbal</i>	Name-calling, spreading rumours, threats, making insulting / abusive remarks, making fun of someone.
<i>Physical</i>	Pushing, kicking, hitting, pinching, biting, spitting, punching or any other forms of violence. Taking someone else's property or hiding their things.
<i>Racist</i>	Racial taunts, graffiti, making fun of racial background, culture, and / or religion.
<i>Sexual</i>	Unwanted physical contact, sexist comments.
<i>Homophobic</i>	Because of, or focusing on, the issue of sexuality.
<i>Cyber-bullying</i>	If ICT – Including mobile phones and the internet – is used to deliberately upset someone.

Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not.....

It is very important to remember that bullying is **NOT** the odd occasion of falling out with others, name calling, arguments or when the occasional trick or joke is played on someone. ***It is bullying if this is done over a period of time on purpose.***

Students sometimes fall out or say things because they are upset with someone else or a situation. When occasional problems of this kind occur it cannot be classed as bullying. It is an important part of all children's development to learn how to deal with conflict and friendship breakdowns, the odd name calling or prank. We all have to learn how to deal with these situations and develop the appropriate social skills to deal with or repair relationships. It is also important for students to understand that if they themselves upset or hurt someone, and that person retaliates, this is not bullying on behalf of the other person (retaliation is not acceptable according to our school rules, but it is **not** bullying).

What can you do if you are being bullied?

Wherever you are in school you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you it is important to remember that there are people who can help you. **TELL** someone, preferably your teacher but all adults in our school are approachable and ready to listen (and we also have school council members who you can talk to).

When you tell an adult it is important to give as many facts as you can (What, Who, Where, When / How Often, Why, How).

Never be afraid to do something about it and quick.

Always remember to talk to others to others about how you are feeling.

What can you do if see someone else being bullied? (The role of the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in harms way. Here are some useful tips on what you can do as a bystander:

- Remember not to smile or laugh at the situation
- It is important not to rush over and take the bully on yourself
- It is important not to rush over and join in
- If safe to do so, encourage the bully to stop bullying
- If you can, let the bully know you do not like his/her behaviour
- Get help from any adult at the school
- Tell a member of staff as soon as you can
- Try and befriend the person being bullied
- Tell the person being bullied that he/she must tell a member of staff

Procedures for Reporting and Responding to Bullying Incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Barclay Academy. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all students involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to any allegations of bullying or incidents:

1. Report all allegations of bullying and/or incident/s to staff. Students and parents/carers can also use the bullying@barclay.futureacademies.org email address
2. Staff will make sure that the victim/s is and feels safe (where appropriate/necessary the school's physical injury procedures will be followed)
3. Staff will listen and speak to all students involved about the incident separately
4. The problem will be identified and possible solutions suggested
5. Staff will attempt to adopt a problem solving approach which will help to move students on from them having to justify their behaviour
6. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying
7. Staff will reinforce clearly to the bully that their behaviour is unacceptable
8. The bully (bullies) may be asked to make a genuine apology. Other consequences may take place and appropriate sanctions applied (see next section)
9. If possible all pupils will be reconciled
10. An attempt will be made, and support given, to help the bully (bullies) to understand and change his/her/their behaviour
11. In all cases of bullying the incident will be recorded in the bullying and discriminatory incidents log. If an incident occurs at breaktime/lunchtime the member of staff **must** report this to the appropriate Head of Year who will also record the incident in the bullying and discriminatory incidents log.
12. The Head of Year (or senior member of staff depending on the seriousness of the incident) will report the incident to the parent/s (of the victim and perpetrator) either by telephone or in person.
13. In serious cases, the incident will be reported to a senior member of staff and parent/s (of the victim and perpetrator) will be invited to come into school separately for a meeting to discuss the issue
14. After the incident or allegation/s have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
15. Bullying incidents will be discussed regularly at staff meetings
16. The Principal will report termly to governors on any incidents of serious bullying

The following sanctions may be used as part of whole school procedures (*these will obviously be in relation to the severity of any incident/s*)

- Apologise to the victim/s verbally or in writing
- Lose privileges
- Lose breaktimes
- Detentions
- Parents invited into the school
- Behaviour recorded and logged
- Report to senior member of staff daily, weekly as appropriate

- Be withdrawn from participation in school visits, clubs, events that are not part of the statutory curriculum
- Internal exclusion (must relate to the severity of the behaviour)
- Suspension (must relate to the severity of the behaviour)
- Permanent exclusion (must relate to the severity of the behaviour)

Strategies for the prevention of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school (as part of whole school curriculum development and planning) to develop a positive learning environment in which bullying is regarded as unacceptable.

These include:

- Anti-bullying, anti-discrimination and positive behaviour feature in the PSHE curriculum
- Anti-bullying to be a regular agenda item for the Student Council
- Whole school monitoring of any incidents of serious bullying to inform effectiveness of school policy
- Anti-Bullying information to be high profile around the school
- Awareness raising through regular anti-bullying assemblies
- Using praise and rewards to reinforce positive behaviour
- Encouraging the whole school community (that includes our parents/carers) to model appropriate behaviour towards one another and towards the school

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that staff, parents/carers, and children may find useful.

Name of organisation	Telephone number	Website
Kidscape	020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only)	www.kidscape.org.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Parentline Plus	0808 800 2222	www.parentline.org.uk
Anti-bullying Alliance	0207 843 1901	www.anti-bullyingalliance.org
NSPCC	0808 800 5000	www.nspcc.org.uk
Beat Bullying	0208 771 3377	www.beatbullying.org
Advisory Centre for Education (ACE)	0808 800 5793	www.ace-ed.org.uk

Anti-bully	Not available	www.antibully.org.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
The Children's Legal Centre	01206 872 466	www.childrenslegalcentre.com
Anti-bullying Network	0131 651 6103	www.antibullying.net