



Quarrydale Academy

Anti-Bullying Policy

Reviewed: Spring 2019

Date of next review: Spring 2022

Introduction:

The Academy principles clearly state that we are a caring Academy, which values each individual. Every student has the right to enjoy both curriculum and extra-curricular time free from intimidation. Therefore, our Academy community will not tolerate any unkind actions or remarks.

Definition:

Bullying generally takes one of four forms.

Indirect: being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)

Physical: pushing, kicking, hitting, punching, slapping or any form of violence

Verbal: name calling, teasing, threats and sarcasm

Cyber: All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chatrooms and instant messaging. Mobile threat by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

Common examples of bullying include:

Racial bullying

Homophobic bullying

Bullying based on disability, ability, gender, appearance or circumstance

At Quarrydale Academy we are aware that bullying can happen anywhere but we strongly believe that wherever students are they have the right to be safe, secure and happy.

Safeguarding children and young people:

Under the Children Act 2004, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect a child is suffering, or is likely to suffer significant harm'. Where this is the case academy staff should report their concerns as per the Child Protection Policy and procedures.

Even when safeguarding is not considered to be an issue, Quarrydale Academy may need to draw on a range of external agencies to support the student who is experiencing bullying, or to tackle the underlying issue which has contributed to a student being bullied.

Bullying outside Academy premises:

Headteachers have specific statutory power to discipline pupils for poor behaviour outside of school premises. This can relate to any bullying incidents occurring anywhere off the Academy premises such as on school transport, public transport or outside local shops. Where bullying outside the Academy is reported to Academy staff, it should be investigated and acted upon. The Headteacher should also consider whether it is appropriate to notify the police. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Principles:

The following principles underpin our approach to bullying and are consistent with the Equality Act 2010 and the Code of Conduct, our Mission Statement and our Child Protection Policy, which are available on the Academy website or available by request from the Academy reception.

All students, parents and staff are aware of the definition of bullying and the distressing effects it has on its victims

Bullying will be dealt with seriously

We accept that, as adults in Quarrydale Academy, we serve as role models for our students, therefore, through our speech and actions, we have a responsibility to promote non-bullying behaviour

All students have the right to a safe, caring and protective environment in the Academy
Responses to bullying should aim at control and prevention

In response to bullying it is not the bully as a person of whom we disapprove, but his/her actions

In attempting to deal with bullying behaviour it is important that the perpetrator is brought to an understanding of the consequences of his/her actions

Open and frank discussions are to be encouraged if students are to feel confident in reporting all instances of bullying

All members of our community have the responsibility to prevent bullying occurring, including parents adhering to laws in regard to Facebook accounts.

Our stated commitment is that when a young person speaks about bullying:

- 1. They will be listened to**
- 2. Their concerns taken seriously**
- 3. The matter will be investigated**
- 4. Together we will find a way to deal with the incident**
- 5. Someone will be there to help and support the young person.**

The role of students:

- To be alert to any incidents of bullying and immediately report them to an adult.
- Support those who are being bullied.

- If you are being bullied, arrange to speak to an adult in school or tell your parents immediately.

The role of parents:

- To be alert to any changes in your son/daughter's general attitude, mood or pattern of behaviour as this may be a sign that they are being bullied.
- Listen to your child and take all reports of bullying seriously.
- Inform your son/daughter's Head of Year immediately – action will be taken.
- Help us to educate all our young people that bullying is wrong and it will not be tolerated.
- Work with the Academy to solve the difficulties – this applies to both victim and bully.
- Check and discuss your child's online activity.

The role of staff:

- To take seriously any incidents of bullying reported to them and fill in the appropriate paperwork
- To prioritise issues of bullying and take swift action to report to the Head of Year
- To assist the Head of Year to resolve issues, including actions to the satisfaction of all parties wherever possible
- To use the line management structure of the Academy where appropriate to deal with issues of bullying
- The member of staff and Head of Year dealing with the bullying incident will provide information where appropriate to the child protection co-ordinator and attend multi-agency meetings if requested

Whole School strategies:

Raising Awareness:

- Academy expectations clearly communicated through the Code of Conduct and the Positive Behaviour Policy.
- Classroom based activities, e.g. discussions, role play, written work.
- Specific work on bullying covered in Art, English, Morals & Ethics Tutorial Time.
- Through assemblies and displays.
- Bullying as a topic as an agenda item for the Student Council. The school will seek to act upon recommendations or concerns raised by students.
- Signing the behaviour code of conduct.
- Have regular discussions about bullying and why it matters through the PSHE curriculum.

Prevention:

- Staff will deal with bullying in their professional role – thought should be given to styles of teaching which involve co-operation, group work and which help build relationships.
- Staff on duty maintaining a high profile.
- New staff briefed about procedures through the induction process.
- Student access to lunchtime activities and supervised 'safe' havens.
- Through our primary liaison programme, consideration will be given to the grouping of specific students.

Monitoring, evaluation and review:

The Academy will review this policy every 3 years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.

Sanctions

Bullying in any form will not be tolerated at Quarrydale Academy and bullying incidents will be dealt with seriously. Each incident will be investigated thoroughly and parents will be kept fully informed of the outcome of such investigations. Sanctions will depend upon the individual incident but may include:

- Alteration of seating plans within teaching groups
- Lunchtime or after school detentions
- Restricting access around the Academy site
- Use of the Alternative Provision Unit
- In serious cases the Academy may consider contacting the Schools Police Liaison Officer or fixed term exclusion

Support for the perpetrator will be provided by the year head or wider multi-agency team.
Reporting Suspected Bullying to the Academy

Students Reporting:

If a student feels he/she is being bullied, or witnesses bullying, they can report this fact to **any** member of our staff, such as:

- Their Head of Year
- Their Form Tutor
- Their classroom teacher
- Another adult
- Inform parents/carers who can then alert the student's form tutor.
- The member of staff will then report the bullying incident to the students Head of Year and support resolving the issue.

Parents Reporting:

If a parent has reason to believe that their child is experiencing bullying then the following procedure should take place:

- Parents should contact the Head of Year in the first instance, who see your child every day. This can be done by contacting Reception, who will ensure contact can be

made with the Head of Year. If the Head of Year is teaching, then parents will receive a returned call to arrange a meeting with the Head of Year.

- The Head of Year will inform their Line Manger (a Senior Leader Team Member) and then the bullying incident will be investigated.
- Parents of the pupil experiencing bullying will receive feedback of the findings from the investigation at all stages of the investigation from the Head of Year. A final written summary of the incident will be posted to all parties.
- If parents still have ongoing concerns they can arrange a meeting with the Behaviour Manager to discuss these further and produce a plan to move forward and address your concerns.
- If the issues have not been resolved at this point, the Headteacher will meet with parents to address all bullying issues.