



## **Anti-Bullying Policy**



Mrs J Simm – Anti-Bullying Officer

## **Rationale**

**All members of Pheasant Bank Academy have the right to feel welcome, secure and happy.**

We must ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at the academy.

This Policy should also be read in conjunction with the National Guidance DfE: Preventing and Tackling Bullying. Advice for Headteachers, Staff and Governing Bodies (October 2014)

**The Academy Anti-bullying Officer is Miss J Simm**

### **Our definitions:**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The main types of bullying are:

1. physical (hitting, kicking, theft)
2. verbal (name calling, racist or homophobic remarks)
3. indirect (spreading rumours, excluding someone from social groups)
4. Cyber (text messages, online comments, emails).

### **Signs of bullying**

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils must be encouraged to report bullying.

### **Our response to bullying**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Anti-bullying Officer and Head of Academy
- The Anti-bullying Officer will interview all concerned and will record the incident.
- Parents will be kept informed
- The Academy will follow the restorative practice principals

### **Academy activities which tackle bullying**

Within the curriculum the academy will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies, class discussions, kindness cup nominations and during story time in an attempt to eradicate such behaviour.

- Assemblies
- Tutor group activities
- PSHE programmes
- Displays
- School council discussions
- Peer Mentoring support
- Liaison with external agencies
- Support from the inclusion team

### **Pupil support**

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of academy premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion.

### **Monitoring and Evaluation**

This policy is monitored and evaluated through regular pastoral reviews and through consultation with the Governing Body and academy student council.

Review date: January 2018

