

# Leigh Academy Blackheath



## Anti-Bullying Policy

<b>Approved by:</b>	Governing Board	<b>Date:</b> June 2018
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# Leigh Academy Blackheath

## Anti-Bullying Policy

Leigh Academy Blackheath will not tolerate bullying in any form. We have a commitment to Anti-Bullying. Every member of our Academy should be treated in a fair manner by others.

### Definition of Bullying

Bullying is defined by the DfE as any “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”.

Bullying may include name calling; taunting; mocking; making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Bullying also includes these same unacceptable behaviours being expressed online (also referred to as online or cyberbullying). This can involve sending offensive, upsetting and inappropriate messages by phone, text, through gaming, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying can cause severe and adverse effects on a young person’s emotional development. It can often result in serious damage to their confidence and self worth.

### Forms of Bullying

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying based on race, religion, nationality or culture;
- Bullying related to appearance or physical/mental health conditions including excluding, taunting remarks and being unfriendly;
- Bullying related to SEND (Special Educational Needs or Disability);
- Sexist, sexual and transphobic bullying including unwanted physical contact and sexual abusive comments;
- Bullying related to sexual orientation (homophobic bullying);
- Verbal bullying such as sarcasm, name-calling, teasing and spreading rumours;
- Bullying of young carers, children in care or otherwise related to home circumstances;
- Cyberbullying through video chats and social media such as Facebook, Instagram e.t.c.

## **Responding to Bullying**

The following procedure may be taken when dealing with all incidents of bullying reported to Leigh Academy Blackheath:

- Bullying incidents should be reported to an appropriate staff member as soon as possible and categorised on Bromcom accordingly;
- The issues raised will be addressed by the appropriate member of staff at the earliest possible opportunity;
- A clear account of the incident will be recorded and given to the Student Services Manager or member of the college pastoral team who will discuss this with an appropriate member of the senior leadership team;
- In serious cases, parents or carers should be informed and discussions will be held to seek a resolution;
- A restorative justice session(s) will be arranged and led by a trained member of the pastoral support team;
- Sanctions will be used as appropriate and in consultation with all parties concerned;
- Perpetrators will be supported to change their behaviour;
- When necessary and appropriate, the police or other external bodies will be consulted.

## **Restorative justice**

Restorative practices are underpinned by a set of values that include but are not limited to the following: Empowerment, Honesty, Respect, Engagement, Voluntarism, Healing, Restoration, Personal Accountability, Inclusiveness, Collaboration, and Problem-solving.

Where an incident of bullying has taken place, the member of staff who is leading the support and intervention process will use restorative justice practices. The primary aim of any restorative process is for a positive outcome for all parties, where individuals understand the harm they have caused and have been given the chance to put right that harm, as opposed to condemning, punishing and excluding individuals.

Training for all staff on effective restorative justice approaches is included as part of the academy induction programme and is available throughout the academic year.

## **Student Support**

Students who experience bullying will be supported by:

- Reassurance and continuous support;
- Having well publicised contact details for external agencies such as: childline, Think U Know, NSPCC, Internet Matters. This allows students to make confidential referrals, both inside and outside of academy hours;
- Offering an immediate opportunity to discuss the experience with their form tutor, pastoral lead, designated safeguarding lead, or a member of staff of their choice;
- Offered support on how to restore self-esteem and build confidence;
- Where necessary, working with other external bodies to provide further support or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Students who perpetrate bullying will be supported by:

- Discussing what happened, establishing the concern and the need to change;
- Informing parents or carers to help change the attitude and behaviour;
- Providing appropriate education and support regarding their behaviour or actions;
- Where necessary, working with other external bodies to provide further support or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

In addition, the Academy may take the following disciplinary steps:

- Sanctioning, in line with the Academy's behaviour policy; this may include official warnings, detentions and removal of privileges to cease offending;
- Fixed-term suspension;
- Exclusion from certain areas of the Academy campus;
- Permanent Exclusion.

Leigh Academy Blackheath will continue to raise the awareness of the nature of bullying through inclusion during tutor time, assemblies and curriculum subject areas as appropriate in an attempt to eradicate bullying.