



Anti-Bullying Policy

Aims:	To ensure all students and staff are clear on their responsibilities within the policy so that all students are able to access their learning in a happy and safe environment, free from the threat of bullying		
Targets / outcomes:	Create a safe, harmonious, happy and high quality environment ensuring high standards of conduct reflecting the ethos and the values of the Academy.		
Definition:	This document outlines the explicit expectations for all students and staff in what bullying is, how to deal with bullying and who to seek support from		
Date approved	September 2019	Date for renewal	2 years
Responsible for policy	Vice Principal- culture and ethos: Claire Bessa		

Introduction

Ark Alexandra engenders a culture where everyone has the right to be themselves and learn in an environment that is safe, secure and free from prejudice or any perceived threat of harm. The academy explicitly teaches our students how to be kind and respectful to all, and this minimises the opportunities for children to be bullied or become bullies.

We actively teach our students to be assertive, empowering them to stand up to any behaviours that are unkind or bullying and to know that bullying behaviours are a reflection on the bully and not themselves. We also build confidence in our students to be able to report any type of bullying without fear of reprisal.



Although bullying is usually persistent, carried out over a period of time, it can also be intermittent (last for a while, stop, then resume). 'One off' incidents, which are not repeated, are not regarded as bullying.

Safeguarding: A bullying incident is addressed as a child protection concern when there is 'reasonable cause to suspect a child is suffering or is likely to suffer, significant harm' (Children Act 1989). When this is the case, the Child Protection Officer will follow the procedures outlined in the safeguarding policy

Definition of bullying

Bullying as defined by the United Nations:

'Bullying can be defined as intentional and aggressive behaviour occurring repeatedly against a victim where there is a real or perceived power imbalance, and where the victim feels vulnerable and powerless to defend himself or herself. The unwanted behaviour is hurtful: it can be physical, including hitting, kicking and the destruction of property; verbal, such as teasing, insulting and threatening; or relational, through the spreading of rumours and exclusion from a group.'

Bullying is anti-social and will not be tolerated at Ark Alexandra. We believe that bullying is borne from ignorance and fear of the unknown and our aim is to educate in order to prevent further instances. Bullying can take place either face-to-face or it can be remote.

Bullying can take many forms, including:

- Physical (punching, hitting, kicking, spitting, slapping, pushing, threatening violence) contact toward another person
- Verbal (name calling, use of offensive/discriminatory language, spreading rumours, banter, teasing, name calling, mimicking)
- Exclusion (deliberately preventing or removing a person from a discussions/activities/groups)
- Cyber bullying (via social media, text messaging, e-mail, internet, filming)
- Prejudice based bullying against particular groups or individuals (special educational needs, race, gender, religion, belief, sexual orientation, disability)
- Emotional/indirect bullying (being unfriendly, tormenting, taking equipment or belongings, offensive body language)

Preventing bullying

The consistent application of the rewards, repair and consequences policy alongside frequent opportunities for educating our students on what bullying is and why it is not acceptable means that



we actively seek to prevent it. We use the following strategies to support us in building a safe and harmonious environment:

Promote clear anti-bullying messages through assemblies, character education, academy respect code, values, academy policies (including the safe use of social media and information technologies), staff training and through our daily interactions with students in and outside of the classroom

Openly discussing and celebrating our differences so that our students are well educated on matters that could motivate bullying

We challenge any student whose behaviour and/or attitude is unkind in any way and we use student voice as a forum to listen to students' views about behaviour and bullying and responding to, and acting on, their feedback

Personal safety is focussed on in assemblies and PSHE so that students are able to assess and manage risks appropriately and keep themselves safe. This includes discussing the damaging effects of all types of bullying and reinforcing the values of the academy

Ensure that the students are clear on how to prevent bullying of any kind, what to do if they witness or are a victim of bullying

Emphasising excellent behaviour through the rewards, repair and consequences policy, reinforcing regularly the expectation that students treat each other and adults with kindness and consideration.

We explicitly teach students to be empathic and reflective in all that they do so that they are clear on the impact and effect that their actions may have on others and the academy

Working closely with parents and carers, we ensure that the anti-bullying policy is communicated to them through links to the policy on the website, newsletters and information sent home. We also encourage parents/carers to monitor their child's electronic devices and to install appropriate software on the devices

Procedures for dealing with bullying

Students need to be able to report bullying easily and feel reassured that their issue is being taken seriously and will be dealt with. Our response to bullying will follow this system:

Students can report bullying to any member of staff without fear of further bullying or discrimination, this includes bullying that has taken place outside of the academy

The member of staff will report the matter to the relevant tutor or head of year where it will be thoroughly investigated (including, where possible tracing the source of cyber bullying) and appropriate education and consequences will be issued (if the behaviour is criminal or poses a serious threat to a student, member of staff or the community, the police will be informed by the Vice Principal- culture and ethos)



The academy will use a reflective and restorative approach to help the bully take responsibility for their actions, to repair any harm done and to ensure that there is no repetition. This may include further intervention with a learning mentor

Work in partnership with the families of both the victim and the bully, informing the relevant party of the outcome and any next steps

Provide additional support for the victim where the academy deems it necessary, making sure that there is an adult in the academy that is the first point of contact

Record any instances of bullying on the academy MIS system, closely monitoring bullying, identifying and responding to any patterns that might emerge