



Anti-Bullying Policy

Bullying in any form has no place at Ark Alexandra Academy and will not be tolerated. Every member of our school community is valued and has the right to attend without fear of bullying and intimidation.

General introduction

It is very important to be clear about what is, and is not, bullying. There are many definitions and perceptions of bullying, but all recognise that bullying is sustained and takes place where there is an imbalance of power.

Two useful and comprehensive definitions are:

A bully is an individual who tends to torment others either through verbal harassment or physical assaults, or through more subtle methods of coercion.

Bullying is the repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted (cyber bullying), or emotional abuse, or through attacks on the property of another. It may include, but not be limited to, actions such as verbal taunts, name-calling and put-downs, including ethnically-based or gender-based verbal put-downs, and extortion of money or possessions.

Cyber bullying is bullying through the use of communication technology like mobile phone text messages, emails or websites. This can take many forms, for example:

- Sending threatening or abusive text messages or e-mails, personally or anonymously
- Making insulting comments about someone on a website, social media (e.g. Facebook, Snapchat and Instagram) or online (blog or YouTube)
- Making or sharing derogatory or embarrassing videos of someone via mobile phone or email (such as 'Happy Slapping' videos)

'Sexting' is the sending and receiving of sexually inappropriate images or messages, using a mobile phone or the internet. It is illegal for children under the age of 16 to do this and will be referred to both the police and social care. An investigation will be undertaken, and appropriate action taken.

It is illegal for a student to retain a sexually inappropriate image of another student and show it to other students. Again, this will result in a referral to the police and social care. It is likely that any student doing this will be excluded for a fixed period.

At Ark Alexandra we have clear guidance and responses to bullying in order to establish a healthy, stress-free environment with zero tolerance of poor behaviour.



The aims and objectives of the school in relation to bullying are to:

- Ensure all students, teachers and parents know that bullying will not be tolerated.
- Ensure clarity and agreement about what is and is not bullying.
- Ensure whole school awareness of the rights and responsibilities of all students with regard to bullying.
- Involve all members of the school, staff and students in helping to prevent bullying and to confront it when it occurs.
- Encourage students to report instances of bullying.
- Ensure that all students, parents and staff know what preventative steps the school takes and how these are implemented.
- Ensure all students, staff and parents know the procedure to follow when bullying occurs.

In dealing with bullying we aim to:

- Eliminate the bullying itself.
- Support the victim by resolving the problem and by building up his/her self-esteem and where appropriate developing strategies to avoid bullying.
- Bring the perpetrator to realise the unacceptability of his/her behaviour and the consequences should it continue.
- Investigate the cause of the bullying behaviour and where appropriate work with him/her to modify his/her behaviour.
- Reconcile the perpetrator and the victim.

The academy addresses bullying through PSHE lessons and assemblies that cover the following

- Clarifying and defining what is and is not bullying, raising awareness of the difference between disputes, endings of friendships and bullying behaviour.
- Cyber bullying as part of e-safety.
- encouraging zero tolerance of bullying behaviour, encouraging a sense of social responsibility and the courage to speak out when necessary and ensuring students know what they can do if they or someone else is being bullied.

The School Council will be consulted on anti-bullying policy and strategies.

Pastoral staff will always mediate between the bully and the victim, where appropriate. The victim will be encouraged to tell the bully how the bully's actions made them feel. The bully will be given an opportunity to apologise.



Record keeping

Incidents of bullying are recorded on **BROMCOM** when an allegation is made. The Head of Year investigates the incidents. If the Head of Year's investigation concludes that bullying has taken place, the incident is logged on Bromcom. Serious concerns about bullying will result in the parents of the student being invited into school to meet with the Head of Year.

Students who feel they are being bullied will be asked to keep a detailed record of incidents.

Sanctions

The varying nature and varying degrees of bullying require a range of responses and a range of sanctions. Anyone who bullies someone will be seen and spoken to about this by their Head of Year/ Assistant Principal.

In appropriate cases, (and particularly, though not exclusively, where the perpetrators do not attend the school and the bullying occurs elsewhere), the police safer schools officer is involved, to advise the victim on what steps can be taken. Where the perpetrator is part of

the school he/she would stress the seriousness of the matter and the possible consequences if it were to continue.

In the cases of a first and minor incident an informal warning from a Head of Year may be sufficient. This would be recorded as a correction for bullying on Bromcom.

Where a student is found to persist in acts of bullying, despite warning, it may be necessary for the student to be removed from lessons and sent to Internal Exclusion for a fixed period. In certain circumstances, it may be necessary to recommend a fixed term exclusion to the Principal. The period in Internal Exclusion may also provide a learning or 'Re-education' opportunity for the perpetrator to learn why the behaviours are wrong so that there is no repeat of the behaviour.

A fixed period exclusion might also be given even if there have not been previously recorded warnings if the seriousness of the bullying warrants it. As a last resort, or in extremely serious cases, permanent exclusion would be considered.