The Leigh Academy Anti-Bullying Policy

Definition of Bullying

Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, causing embarrassment or discomfort and excluding someone from a group on purpose.

- Physical assault
- Persistent teasing
- making threats
- Persistent name calling
- cyberbullying - bullying via mobile phone or online (eg email, social networks and Repeated behaviours of unkindness or aggression.
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, eg because of race, religion, gender or sexual orientation

It is an abuse of power. It can be planned or organised, or it may unintentional.

It can be perpetrated by individuals or by groups of students

Statement of Intent

The Leigh Academy is completely opposed to bullying and will not tolerate it.
It is entirely contrary to the value and principles we work and live by.
All members of the Academy staff and students have the right to work in a secure and caring environment. They also have the responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

Principles:

- Students have the right to learn free from intimidation and fear.
- Having respect for each other.
- Looking out for others and doing something about it.
- Insisting that the Academy takes firm, but appropriate action.

The Academy condemns all forms of bullying and seeks to help all students, staff, governors and parents in defeating it wherever it arises.
The Academy gives every possible support and protection to those who tell on the bully.

Objectives of this Policy

To ensure that:

• All governors, teaching and non-teaching staff, students and parents should have an understanding of bullying.
This includes physical, verbal and cyber bullying.
Discriminatory behaviour towards disabilities, race, homophobic and gender.

• All members of the Academy should know what the Academy Policy is on bullying, what they should do if bullying arises and follow it when bullying is reported.

• It is recognised that as an Academy we take bullying seriously and that we have a 3 strike rule. Where bullying is repeated, a range of consequences/sanctions will be utilised. These may include strikes, isolation, fixed term or permanent exclusion from school.

• Bullying of students and staff will not be tolerated.

Procedures

• Bullying incidents should be reported to a member of staff as soon as possible.

• The issues will be addressed by the member of staff at the earliest possible opportunity.

• Each case brought to the attention of the Academy will be dealt with appropriately. Being recorded clearly and accurately.

• All incidents are to be entered on eportal.

• When any incident is deemed to be of a racist or homophobic nature the additional Incident Form' must be completed and KCC notified.

● Support will be offered to help the perpetrators change their behaviour.

• If necessary and appropriate, police or other external bodies will be consulted.

Outcomes

• Restorative justice will be advised, however in some cases this may be declined.

• If possible, the students will be reconciled.

• Parents/carers of both parties will be contacted to make them aware of issues that have arisen and to seek their support to ensure a successful resolution.

• After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use a range of strategies to help to prevent bullying. These will include:

• Ensuring that all members of the community, parents and carers are aware of the Bullying Policy through the Academy newsletter, website, assemblies and meetings.

• Appropriate extracts of the Policy will be available in student planners.

• Ensure parents and carers know how to support their sons and daughters in relation to issues such as cyber-bullying by providing relevant and up to date information to them.

• Provide clear anti-bullying messages through displays in all parts of the Academy.

• Ensuring that anti-bullying is an integral element of the curriculum.