



Thinking Schools Academy Trust

“Transforming Life Chances”

The Victory Academy

Anti-Bullying Policy

This policy was adopted on	18 November 2015
This policy was approved by Governors	18 November 2015
The policy is to be reviewed on	

The Victory Academy Anti-Bullying Policy

ETHOS

The Victory Academy is committed to providing a safe, caring and friendly environment so students can learn in a positive and secure atmosphere. We seek to ensure that difference and diversity in students is celebrated, and maintain a positive atmosphere by treating all members of the school with respect and courtesy. Bullying of any kind is unacceptable at The Victory Academy. If bullying does occur, all students, whether they are being bullied or know someone who is being bullied, should feel able to tell and know that incidents will be dealt with promptly and effectively.

AIMS

- To ensure all stakeholders have an understanding of bullying in all its forms and can differentiate between bullying and conflicts.
- To help pupils understand how their actions may be perceived as bullying by others.
- To reduce the likelihood of a pupil being a victim of bullying.
- Develop individuals' self-esteem and respect for others; develop empathy and emotional intelligence.
- To ensure all pupils are clear about the actions they should take if they are bullied or observe bullying.
- To ensure all pupils have an understanding of actions that will be taken if they experience or are involved in a bullying incident.
- Have strategies to support students who have been bullied.
- Have strategies to support students who bully.
- Ensure that a high level of awareness of the Anti-Bullying Policy and its aims is maintained through INSET (in-service training), Anti-Bullying Week, and the wider curriculum.
- To provide clear procedures for staff to follow if they become aware of any bullying incident. Ensure that governors, parents and members of the local community are aware of the Academy's policy on bullying.

ROLES AND RESPONSIBILITIES

The Governing Body will establish, in consultation with the Principal, staff and parents, the policy for the prevention of bullying and keep it under review. It will ensure that it is communicated to parents and pupils, is non-discriminatory and that the expectations are clear. Governors will support the school in its prevention of bullying.

- All staff will be responsible for ensuring that the policy and procedures are followed and fairly and consistently applied.
- The Pastoral team is responsible for ensuring pupils know the types of bullying, can differentiate between bullying and conflicts and what to do if pupils are victims of bullying or observe incidents of bullying.

- All pupils are responsible for their own behaviour and by following the school Code of Conduct will ensure that bullying does not occur or, if they observe any incident, they will report it immediately to a member of staff.
- 6th form students can take on the role, after training, of a “Mentor” in the as a means of supporting pupils who have been bullied.
- Parents and carers are expected to take responsibility for the behaviour of their child both inside and outside the school. Parents must be aware of the use of need to monitor the use of these.

THE DEFINITION OF BULLYING

Bullying is deliberately hurtful behaviour. Bullying may also occur through ignorance; eg, by the casual use of racist or homophobic language. Bullying results in pain and distress to the victim who may feel powerless to defend themselves. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Bullying results in pain and distress to the victim.

Students may be bullied on the grounds of:

- Race
- Gender
- Physical appearance
- Sexual orientation
- Disability
- Educational needs
- Socio economic status
- Nationality
- Language
- Religion or
- Other real or perceived differences

Bullying can be:

Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures etc.)

Physical - pushing, kicking, hitting, punching or any use of violence

Racist - racial taunts, graffiti, gestures, assumptions

Sexual - unwanted physical contact or sexually abusive comments

Homophobic - because of, or focussing on the issue of sexuality

Verbal - name-calling, sarcasm, spreading rumours, teasing.

Mobile threats or inappropriate language and imagery by text messaging and calls, misuse of associated technology, i.e. camera & video facilities, Snapchat, Facebook, Tumblr, Twitter, Instagram, Kick or any other social media applications

Bullying is often carried out by a group rather than a single person. Bullying is not the one – off or thoughtless comments or actions that can often occur. It is not the conflicts that arise between pupils, especially during the break up of friendships.

SIGNS AND SYMPTOMS

A pupil may show signs or behaviour which indicate that she is being bullied. Staff, parents and pupils should be aware of these possible signs:

The pupil

- Is frightened of travelling to or from school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Regularly feels ill in the mornings
- Begins truanting
- Becomes more anxious or more withdrawn or more lacking in confidence
- Attempts or threatens suicide or runs away
- Begins to do poorly in school work (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems but bullying should be considered as a possibility and should be investigated.

PROCEDURES

Pupils and Students

If you are a victim of bullying

- Tell a member of staff who you feel comfortable talking to.
- The member of staff will report it to your Form Tutor or Head of Year.
- Your Form Tutor or Head of Year will talk to you and get all the details.
- Your Form Tutor or Head of Year will then talk to the accused person(s).
- Your Form Tutor or Head of Year **may** wish to talk to you and the accused of bullying together. Your wishes will be taken into consideration.

If you witness bullying

- Report the incident as soon as possible to a teacher or member of the support staff.
- Students sometimes feel reluctant to pass on the information in case they are seen to be “a grass” but stopping bullying is the **right thing to do**.
- You will be asked for the details by your Form Tutor or Head of Year and these will be down for reference.

If you take part in bullying

- You will be caught and you will have to take the consequences of your actions.
- You will be interviewed by a teacher and the information will be passed on to your Head of Year or the Lead on Behaviour & Safety.
- The consequences will depend on the severity of the bullying and length of time the bullying has been carried out for.

This policy should be used in conjunction with the following policies:

- Inclusion
- Behaviour for Learning Policy
- Safeguarding