

Not 'OK' at QEA.

Bullying is not 'OK'. It affects people's access to education and that is why there is no place for it at QEA. It will ALWAYS be dealt with.

What is bullying?

Pre-bullying:

Falling out with each other is not, in itself, bullying. Students who are usually friends but have fallen out and perhaps said something mean about each other does not constitute bullying on its own. However, this can easily escalate into Level 1 bullying so will always be taken seriously by staff.

Level 1 bullying:

Name calling, leaving someone out, isolating them from activities, not sharing information with them, taking property and hiding it or moving it, targeting their friends to try and leave them isolated. May include making unpleasant comments over social media, posting photographs without permission or trying to embarrass someone.

This level of bullying is not acceptable and will not be tolerated. It will be picked up by tutors and Heads of House and students may be put on 'Friendship report' to monitor their interaction with others. This may involve reparation where the two students agree to a level of behaviour moving forward, which may include an apology where appropriate.

Level 2 bullying:

Persistent name calling, targeting physical features or family, could include racist, sexist or homophobic language. This may take place over social media and through messages as well as face to face. This can be threatening and may have caused grave upset to the victim.

This level of bullying is very serious. This will be dealt with by Heads of House and possibly SLT who will be in contact with parents of all concerned. This will not be tolerated, and the academy reserves the right to use the full behaviour pathway for students who undertake this kind of malicious behaviour, including a possible managed move to another local school.

Level 3 bullying:

This may include physical assault, persistent abuse, possibly targeting house, family or property of the victim. This is likely to have a social media element and includes behaviour intended to humiliate the victim.

This level of bullying is a Police matter and will be dealt with accordingly. The academy will make contact with the Police and will support them to fully investigate such a case.

What should you do if you spot bullying?

We are not a school where students have to deal with things like this alone – we are always here to help. Having confidence in lessons is so important and we know what a damaging impact bullying can have on progress and well-being. So we will ALWAYS listen, whoever you tell. There are some people who are especially trained though and they are:

Anti-bullying ambassadors: These are students who wear high visibility jackets at break and lunchtimes to make them easy to find. These students have had training in helping students who are struggling with bullying. They will always pass on information to an adult, they can never keep things secret or confidential.

Your tutor: All staff at the academy are committed to dealing with bullying when it occurs – we will always help. Tell your tutor and they will find an appropriate time to speak to you and will work out where to go from there.

Parents: If you are more comfortable talking to your parents, they can contact the academy straight away and speak to a member of staff about your concerns. The right person to speak to would be your Head of House or your tutor. Staff may ask what level of bullying it is, so that they can pass it on to the right person to deal with.

Head of House: If you have information about a serious Level 2 or 3 bullying situation, you can speak directly to your Head of House who will investigate it fully.

You may want to pass on information but not be involved in the investigation, that is absolutely fine. We are always grateful to have information which helps us to support our students better so you shouldn't feel worried that we will use your name when investigating – we won't.

And finally...

If I had a penny for every time I heard a student say 'It's only a joke, he doesn't mind', or 'It's okay Miss, she says it about herself as well', I would be very rich. Using the excuse that it is 'banter' or 'teasing' is not a legitimate argument and will not be accepted. If staff hear you using derogatory language towards another student they will challenge you and there will be a consequence, regardless of whether the person receiving it is 'okay with it'. There is no room for students to use offensive language towards one another and it damages the culture within the Academy, so it will not be accepted.