

Anti-Bullying Policy

Not OK at QEA



At the Queen Elizabeth's Academy we aim to ensure that all students behave well and every child is encouraged to achieve their potential.

Aims:

- To create a positive ethos throughout the academy so that everyone feels that they belong.
- To ensure that everyone is treated equally and with respect.
- To allow all our students to work in a climate that supports their learning and allows them to reach their potential.

What is our policy at QEA?

- At QEA bullying of any form **will not** be tolerated.
- All reported bullying **will be** taken seriously.
- Bullying is **NEVER** acceptable.
- 3 Levels of bullying dependent on type- all reported on Sims

What is bullying?

'Actions by individuals/groups repeated over time, intended to cause physical or emotional hurt.'

Bullying can be:

- Physical - a child can be hit, kicked, punched, spat at...
- Verbal - name calling, whispering, threats, and spreading rumours. Directed at physical/social disabilities or personality.
- Isolation - a child can be bullied by being isolating from discussions/activities from those they believe to be their friends.
- Cyber - through use of mobile phones and the Internet. It may take the form of name-calling via chat-rooms, web pages, texts or phone calls. It may also include associated technology such as cameras and video facilities.
- Homophobic or sexual bullying
- Racial
- Non - accidental damage to property - pupils may be subjected to having their property stolen or damaged. Physical threats may be used by the bully, including a demand for money.

Action to take by adults:

- Look out for changes in student's behaviour - ask them directly if you have concerns.
- Contact someone at academy **IMMEDIATELY**. Strategies are in place for dealing with issues of bullying.
- Adults need to take an active role in student's time at academy - ask what they have done in the day, especially at breaks and lunchtimes.
- Report, to academy, any unusual incidents the child may have spoken about.

- If the bullying occurs to and from academy - if possible, try to arrange a different route with one or two trusted friends.
- Help them to try strategies - like simply shouting 'NO!' and to walk away with confidence.
- **Reassure** the child that this is not their fault.
- Do **not** prompt the child to fight back. This may make matters worse.
- Most important of all - **report any concerns as soon as possible** - do not wait to see if things sort themselves out.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the bystanders. The names of these students should be reported also.

There is no hierarchy of bullying – all forms are taken equally seriously and dealt with appropriately.

Bullying can take place between:

- young people
- young people and staff
- between staff
- between individuals or groups

Reporting and responding to bullying

QEA has clear systems in place to report bullying for the whole academy community.

STUDENTS SHOULD:

- If you are bullied by someone at academy, you **MUST** tell a **TEACHER** or any member of staff.
- If you feel too frightened to speak to an adult, talk to a friend and ask them to report with you.
- Tell your **PARENTS** - they can speak for you.
- Talk to **Friends, Peer Mentors or Prefects** - it may be easier for you to speak to a younger person.
- Use the anti-bullying email address to make a disclosure

PARENTS SHOULD;

If you suspect your child is being bullied by another child or group at academy – **REPORT IT IMMEDIATELY.**

- Call the academy office between 8.30am and 4.00pm. Ask to speak to the House Leader. Give your details and the details of the incident(s). This will immediately be logged on an alleged bullying log.
- The details will be passed onto the child's House Leader, who will deal with the situation in accordance with the academy policy.
- The House Team will be in touch with you within 24 hours of your report being made, regarding the outcome and the action taken.

STAFF SHOULD:

Report bullying to the Safeguarding Officers or any member of the Academy Leadership Team.

VISTORS OR BYSTANDERS SHOULD:

Report all bullying to academy reception

- The academy investigates all complaints about bullying. All incidents of bullying are logged, monitored and acted upon.
- The Alleged Bullying Log will be used to ensure that all individual incidents are followed up.
- Reports will also be used to identify trends and inform preventative work in academy and development of the anti bullying policy.
- The management of the bullying incident will involve a dialogue between a relevant combination of staff and students.
- In more serious cases the dialogue will include parents and/or supporting agencies. (E.g. Targeted Support, Police, Inclusion, Academy Nurse)
- Parents of any children involved in bullying will be contacted and kept informed.

When a student has been bullied, efforts will be made to:

- rebuild his/her confidence
- where appropriate help him/her to confront the bully and establish a better relationship
- to consider ways to modify his/her own behaviour to avoid repeated experiences

The academy will work with both the bully and the victim to repair the harm caused and try to ensure that the bullied student feels safe from further harm.

All teachers should seek to outlaw bullying behaviour in their responses to a student's behaviour and in the content of lessons, tutorials and assemblies and encourage students to support each other and show disapproval of bullies.

Responses to bullying are varied, depending upon context and the needs of all parties involved. ALL allegations are investigated and actioned accordingly.

Some strategies that can be used are:

- Learning more about bullying in lessons and tutor time
- Using restorative practices
- Using a mentoring system
- Meeting with parents
- Students losing social time i.e. break and lunchtimes
- Structured social times
- Students being placed in AER
- A fixed term exclusion from academy

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