



Bullying Policy

Approved by Governors:

November 2016

Chair of Governors signature:

A handwritten signature in black ink that reads "Les Walton".

Governors Committee Responsible: Achievement & Climate

Lead Governor: Les Walton

Nominated Lead member of staff: Martin Wood (Vice Principal Behaviour for Learning)

Next Review Date: Nov 2017

Definition of Bullying

Bullying is deliberate hurtful behaviour in circumstances where it is difficult for those being bullied to defend themselves. Such acts of aggression may be premeditated or opportunistic. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. Bullying always results in pain and distress to the victim.

Bullying can be:

Emotional - Being unfriendly, excluding, tormenting, spreading rumours (e.g. hiding books or threatening gestures)

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

Racist - Racial taunts, graffiti, gestures Sexual Unwanted physical contact or sexually abusive comments

Homophobic - Taunts, gestures, focusing on the issue of sexuality Verbal Name-calling, sarcasm, spreading rumours, poison pen notes

Cyber - Misuse of all areas of the Internet such as email, social networking sites (e.g. Twitter, Facebook and Snapchat) and internet chat rooms as described in the Pupil Acceptable Use Policy

Mobile - Threats by text (instant) messaging and calls, misuse of associated technology, i.e. camera and video facilities

If a person feels they are being bullied then the incident must be treated accordingly. Thomas Hepburn Community Academy takes bullying seriously. Bullying will not be tolerated.

Rationale

At Thomas Hepburn Community Academy, we are committed to providing a friendly, safe environment where all students can learn and achieve in a relaxed and secure environment. Bullying is a destructive element which can greatly affect the potential for success. Bullying in any form is unacceptable at our Academy and is taken very seriously.

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents/carers should have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the Academy policy is on bullying, and follow it when bullying is reported
- All students and parents/carers should know what the Academy policy is on bullying, and what they should do if bullying arises.

Procedures

Students

- Students must report any bullying incidents to parents/carers, friends or to any member of staff that the student feels comfortable talking with
- During the investigation, all students involved must participate positively and without delay
- Students must participate fully in the programme put in place.

Staff to whom the incident is reported or who first discover the incident should:

- Intervene in the situation and make all safe. Make it clear that bullying is unacceptable and will not be tolerated, and the incident will be fully investigated. It is important at this stage that no judgement is made. It may be necessary to control the bully and support the victim.
- Write a full account of the incident on a bullying incident sheet
- Give/e-mail this report to the relevant member of the Inclusion Team as soon as possible, preferably the same day. Record the incident on Class Charts.

Further investigation/response

Make clear to all concerned that:

- The Academy takes bullying seriously and that we have zero tolerance for the action of bullying
- The incident will be recorded appropriately to form part of the Bullying Log and a full investigation will take place
- Staff will ensure that they edit the log when any new information may come to light
- Appropriate sanctions will be given in line with the Behaviour Policy
- Parents/Carers will be informed
- The situation will be monitored and reviewed by the Inclusion team/SLT
- If the situation remains unresolved parents will be invited into the Academy for a meeting and a further sanction may be given.

Prevention and Intervention Techniques

Thomas Hepburn Community Academy will raise the awareness of the antisocial nature of bullying through school assemblies, PSHE programme and in programmes of study as appropriate.

Serious incidents may result in exclusion pending further investigation.