



Anti-Bullying Policy

Revised June 2016
Date of next review: June 2017

MASCALLS ANTI –BULLYING POLICY

Vision

The Head teacher and the Governors of Mascalls Academy aim to prevent and be proactive in preventing bullying amongst all members of our community. They wish to inspire tolerance and respect to all in our community, and to bring procedures to support the vision to the attention of staff, parents and pupils. All members of the Academy must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Aims

The aim of this anti-bullying policy is to ensure that pupils learn in a respectful, supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Mascalls. Our vision across the Academy is that we take bullying seriously. Our aim is that all pupils and parents, should be assured that all incidents of reported bullying will be investigated, consequences/support implemented, and all parties liaised with throughout the process, from time of report to conclusion. We aim to inspire a supportive, caring and safe environment, without fear, where all students celebrate difference, enjoy and thrive being part of the Academy.

In addition to this policy students have devised their own 'child friendly' policy, found in their planners.

The Academies nurturing ethos is underpinned by this policy, and it ensures that attendance will be outstanding by all students feeling safe.

What is bullying?

Bullying often stems from prejudice of difference. This could be related to Disability, SEN, physical appearance, health condition/appearance, race, colour or culture, sexual orientation or social difference.

There are many definitions of bullying, and can be by staff, students or parents. Most consider it to be:

- deliberately hurtful (including aggression)
- repeated often over a period of time
- difficult for victims to defend themselves against

Bullying can take many forms, but the main types are:

- physical - hitting, kicking, taking belongings
- verbal - name calling, insulting, making offensive or threatening remarks
- indirectly - spreading nasty stories about someone,
- exclusion from social groups,
- being made the subject of malicious rumours
- sending malicious e mails or text messages on mobile phones
- posting of malicious, offensive or private material on the Internet / social media

- repeated sexual or racial harassment or unwanted physical contact
- misuse of technology , i.e. camera & video facilities
- Please refer to our behavior policy, safeguarding and child protection policies, equal opportunities policy and the LAT data protection policy, and the LAT safety policy, and on the Mascalls Academy website.
www.mascallsacademy.org.uk

Name calling is the most common direct form. This may be because of individual characteristics, but pupils can be called nasty names because of their ethnic origin, nationality or skin colour; sexual orientation; social background or some form of disability.

How to recognise signs of bullying?

Look for changes in the child. However, be aware that not all children who are bullied exhibit warning signs. Some signs that may point to a bullying problem are:

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewelry
- Frequent headaches or stomach aches, feeling sick or faking illness
- Changes in eating habits, like suddenly skipping meals or binge eating. Kids may come home from school hungry because they did not eat lunch
- Difficulty sleeping or frequent nightmares
- Declining grades, loss of interest in schoolwork, or not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self esteem
- Self-destructive behaviors such as running away from home, harming themselves, or talking about suicide

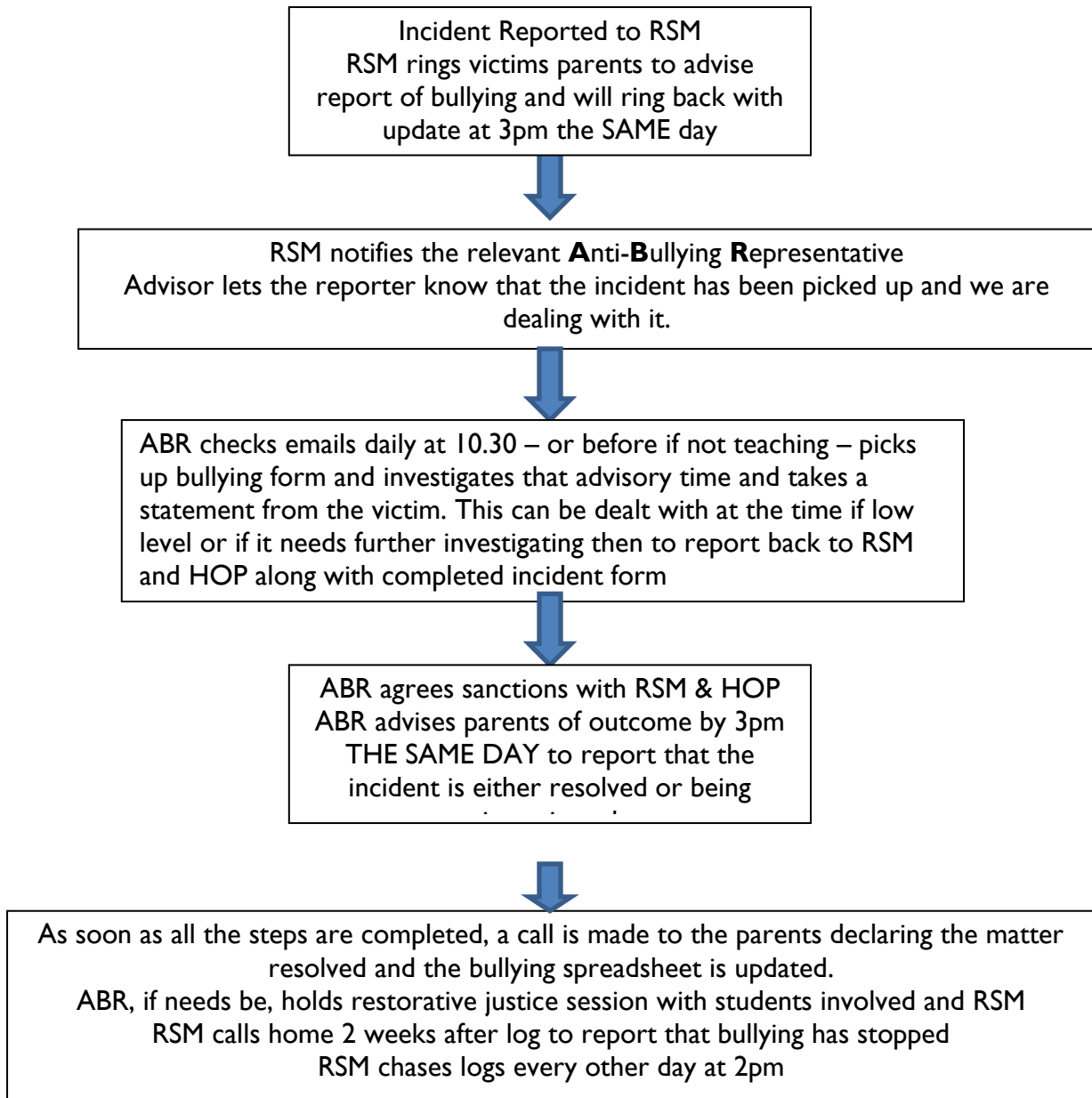
How to report bullying? (Parents and students)

1. Click the 'Bullybox' button the Mascalls home page.
2. Complete all the relevant information in the boxes and click the 'Send to bullybox' button.
3. The member of staff responsible for bullying will receive all logs recorded via the bullybox button. They will meet with one of the 3 designated Anti - Bullying staff to discuss prior to investigation. This staff member will contact parents, and the person who reported the bullying to advise that it is being investigated. After a thorough investigation, appropriate sanctions /support will be implemented, and all parties fed back to.
4. Alternatively you can approach any member of staff to report incidents of bullying e.g. Subject teacher, Advisor, Student Services, Head or Assistant Head of Pastoral in each college, or any member of staff within the Student Referral Centre. They will complete the orange 'Bully Form.' This will be passed to Mr. Smart in The Student Referral Centre, and allocated to one of the 3 designated anti bully staff.
5. Parents can report bullying via the Bullybox or by phoning The Student Referral Centre – Mr. Smart. Alternatively phone/email your child's Head/Assistant of Pastoral for their college, or Advisor.

Procedures

1. The following steps must be taken when dealing with incidents of bullying:
 - If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff responsible for bullying within the SRC, and one of the three anti bullying staff.
 - A range of sanctions will be used as appropriate and in consultation with all parties concerned. These sanctions could include: verbal or written warnings, restorative justice, restrictions of break and lunchtime activities, fixed term exclusion and in the event of persistent bullying, permanent exclusion. Where appropriate the Headteacher may inform the police.
 - Our strategy is to change behavior and prevent repeat offending. To support this, along with consequences we take a holistic view and try to support both the victim and bully. This could be Intervention around self-esteem, social communication or support for the whole family including referral to Early Help. Parents are included in all meetings and their influence is recognised for sustained change.
 - There is a termly audit and analysis of bullying logs and interventions in Mascalls to continually improve practice.

BULLYING INCIDENT PROTOCOL 2016



Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with an advisor, staff Anti-Bullying Representative or member of staff of their choice.
- Reassuring the pupil.
- Meeting with Anti Bullying Ambassadors during lunch times who can buddy, or offer advice.
- Offering continuous support in the form of any measure which helps them feel safe e.g. Advisor, peer mentor, buddy, Student Referral Centre staff.
- Restoring self-esteem and confidence by counselling where necessary.
- Restorative justice, Social Communication Intervention, self-esteem/resilience intervention.
- Support from any appropriate outside agency including; Early Help, Social Services or the community police team.

Students who have bullied others will be helped by:

- Discussing what happened.
- Discovering why they became involved.
- Establishing the wrong doing and need to change.
- Informing parents or carers to help change the attitude of the pupil and informing them of any sanction/intervention imposed.
- Sessions with the Student Referral Centre, if appropriate.
- Counselling, Restorative justice, Social Communication Intervention, self-esteem/resilience intervention.
- Possible referral to outside agency including; Early Help, Social Services or the community police team.

Prevention of Bullying

The school will take the following measures to prevent or reduce the occurrence of bullying:

- The consistent promotion of the school's code of behaviour which requires all students to respect the rights of others.
- The reinforcement of the clear message that violence has no place at Mascalls.
- Raising the awareness of the nature and harmful consequences of bullying through the Citizenship curriculum, assemblies, Advisory time and Anti Bullying Ambassador led 'friendship' days.
- Inspiring young people to respect one another irrespective of difference through initiatives driven by The Anti Bullying Ambassadors, in Advisory tours and assemblies.
- Raising the awareness of cyberbullying and how to be safe online in Digital Learning lessons and assemblies.
- Consultation with the 'Student voice' on appropriate action.
- Training of all staff particularly lunchtime supervisors in means

of identifying and preventing bullying behavior.

- The supervision by school staff of all play areas at lunch times and breaks.
- Sixth Form buddies for KS3 and KS4 students, working through Advisory groups.
- Providing information to all parents on the symptoms of bullying and the steps to take if they suspect their child is being bullied.
- The clear policy of mobile phones not permitted to be in use during school hours.
- The celebration of all students' backgrounds and cultures through assemblies and advisory sessions.
- The training of a cross section of students as anti-bullying ambassadors in working partnership with the BIG initiative and The Diana Award.

Bullying off school premises

For these purposes the Mascalls Youth Wing will be regarded as school premises and any incidents of bullying there will be dealt with according to the procedures set out in this policy and will be dealt with by school staff.

The school is not directly responsible for bullying off the school premises. However, we acknowledge that bullying may take place outside the school gates, and on journeys to and from school. The bullying may be by students of the school or students from other schools or people not at school at all.

Students should not suffer in silence. Where a student tells of bullying off the school premises, a range of steps will be taken. These may include

- talking to the local police about the problem.
- talking to the transport company about bullying on buses or trains and the removal of travel passes.
- the imposition of the same range of sanctions as bullying which takes place on school premises if it involves students at the school.

Monitoring, evaluation and review

The school management will review this policy biannually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

All students –via Advisory- will review the effectiveness of the policy biannually and their views given to The School Council to feedback to the school management to enable better practice.

An approved DFES pupil questionnaire will be given to a representative cross section of students every year. The resulting data will be considered in the annual policy review and reported to Governors.

A record of all bullying incidents will be kept both centrally and on students' files.

The numbers of incidents will be reported to Governors each semester.

Bullying data will be analysed to reflect and re-design further strategies to improve procedures, by the Anti-Bullying Forum at the start of each Semester.

Where there is an incident which requires re-education of whole groups, i.e. the year group, teaching set/s, assemblies for the identified groups will be delivered, by the Head of Pastoral in each college.

Any serious case or incident concerning safeguarding, should be completed on The Green Form and immediately passed to John Vennart –DSL or Sally Ley - Deputy DSL.

Any serious bullying that is not a safeguarding concern should be passed immediately to the Head of Pastoral for the victim's college, or to Mr. Smart in The Student Referral Centre where it will be investigated immediately, and by pass usual protocol.

All staff receive Child Protection Training annually which highlights signs of bullying, in addition, ongoing updates will be delivered in Staff Briefing to ensure proactive outstanding care for all students. All staff have direct access to the Student Referral Centre if they are presented with an incident where they may feel they need additional advice.

BIG award – Mascalls Academy has applied for the second time, for the accreditation, B.I.G award (Bullying Intervention Group), The National Award for excellence in Bullying Intervention.

MASCALLS ACADEMY BULLYING INCIDENT/CONCERN FORM

Name & Position of person completing form (please print):			
Date(s)/Time(s) of incident(s):		Location(s) of incidents:	
DETAILS OF PEOPLE INVOLVED			
Victim(s) name:			
Bullied by: (please also rate level of involvement next to name)			
<i>1 = Very involved 2 = involved 3 = slightly involved 4 = indirectly involved</i>			

DETAILS OF BULLYING			
<i>Bullying incident related to: (please tick)</i>			
Race, Religion or culture		Appearance	
SEN or disabilities		Sexual orientation	
Gender		Other	
If you have ticked 'other' please give details:			
<i>Forms of bullying used: (please tick all that apply)</i>			
Physical aggression		Damaging or taking personal possessions	
Deliberately excluding		Emotional bullying	
Name calling/teasing		Verbal	
Spreading rumours		Extortion	
Cyber bullying		Other	
<i>Frequency & duration of bullying behaviour: (please tick)</i>			
Once or twice		Several times	
		Persistent (2 months)	
		Persistent (more than a year)	

<i>Other notes: (include relevant previous behaviour – continue on separate sheet if necessary)</i>

TO BE COMPLETED BY SRC			
Date form received:		Allocated to:	
Victims' parents contacted?			
Does any of the names listed have an history? <i>(check bullying form tracker)</i>			

TO BE COMPLETED BY PERSON INVESTIGATING
<i>Carry out an investigation - Meet with victim(s) and perpetrator(s). Ensure refer to 'history' box above to ensure sanctions are fair for repeated bullying.</i>
Summary of what happened (clearly list all names of those involved): <i>(Also note any 'other actions' – Police involved? Referral to outside agencies? Medical treatment?)</i>
Agreed sanctions for all those involved:

ENSURE THE BELOW ARE COMPLETE BEFORE HANDING FORM BACK TO SRC					
ALL parents contacted?		Sanctions set up?		Logged on SIMs?	

**PLEASE HAND THIS FORM BACK TO THE SRC FOR LOGGING ON
SPREADSHEET**

Date of follow up: _____

FOLLOW UP			
Has the bullying stopped?	Yes		No
<i>Describe any other outcomes, who was involved and when they occurred?</i>			