



Anti-bullying Policy

Key Document details:

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1. Policy

1.1. Objectives of this policy

- To help governors, staff and students understand what constitutes bullying.
- To reaffirm and clarify the Academy's procedure for dealing with and reporting bullying.
- To clearly set out the roles to be played by governors, parents, staff and students in tackling bullying issues if they arise.

1.2. Whenever bullying is witnessed, it will be reported and action will be taken. Whenever bullying is suspected, it will be investigated.

2. Introduction

2.1. At Gloucester Academy we strive to ensure that students and staff can work in a safe and nurturing environment free from prejudice, discrimination and harassment. We acknowledge that: All staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but may not be limited to, bullying (including cyberbullying), gender based violence/sexual assaults and sexting.

2.2. The DFE document for *Preventing and Tackling Bullying in Schools* states that 'Every school must have measures in place to prevent all forms of bullying'. Our Academy does not accept any form of bullying and will address any concerns raised by members of the school community. All forms of bullying are contrary to the values and principles that we work and live by. All members of the school community have a right to work in a secure and caring environment at the same time as having a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment. Standing up to bullying is everyone's responsibility.

2.3. What is bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally. The following has been adapted from the *childline* definition of what constitutes bullying.

It is bullying when unacceptable behaviour occurs **'lots of times, on purpose'**.

Bullying can be short term or continuous over long periods of time.

Types of bullying can include (This list is not exhaustive):

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, biting, hitting, punching or any use of violence
Racial	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic/biphobic/transphobic	because of, or focussing on the issue of sexuality or gender identity
Direct or indirect verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	bullying All areas of internet ,such as email and internet chat Twitter, Facebook misuse Mobile threats by text messaging and calls Misuse of associated technology , i.e. camera and video facilities, lpad, games consoles.

3. Key steps in the process

3.1.1 Students

Any alleged, suspected or witnessed acts of bullying should be reported to a member of staff in the first instance.

Bullying can also be reported using the email address anti-bullying@gloucesteracademy.com

3.1.2 Staff

If a member of staff picks up/ suspects an incident of bullying they are to talk to the student and any other students involved (including any witnesses).

Staff MUST complete a Bullying Incident Form and pass to the anti-bullying lead in the school.

If support is needed in dealing with the issue they should liaise with the student's tutor or HoH.

Any serious or immediate concerns (e.g. where a child's immediate safety is in question) need to be reported to the safeguarding team and to the house team. General concerns will be flagged with the student's tutor and house leader.

Tutor/ HoH should inform parents if their child has been a victim of bullying or has been involved in the act of bullying. (HoH to direct)

HoH/ SLT will issue any necessary and appropriate sanctions

3.1.3 Anti-bullying lead

The named anti-bullying lead within the school will collate the bullying data for the week and report any emerging trends or concerns to the house team and senior leaders.

3.1.4 Parents

Any parent or carer concerned that their child is experiencing bullying should report it to the school so that the matter can be investigated and dealt with in line with this policy.

Signs that a child may be experiencing bullying can include:

- being frightened of walking to or from school
- change their usual routine
- unwilling to go to school (school phobic)
- begin to truant
- become withdrawn anxious, or lacking in confidence
- start stammering
- attempt or threaten suicide or run away
- cry themselves to sleep at night or have nightmares
- feel ill in the morning
- begin to make less effort with school work than previously
- come home with clothes torn or books damaged
- have possessions which are damaged or "go missing"
- ask for money or start stealing money
- have dinner or other monies continually "lost"
- have unexplained cuts or bruises
- become aggressive, disruptive or unreasonable
- are bullying other children or siblings
- stop eating
- are frightened to say what's wrong
- are afraid to use the internet or mobile phone
- are nervous and jumpy when a cyber message is received
- avoid eye contact
- become short tempered
- change attitude to people at home.

3.2 Prevention

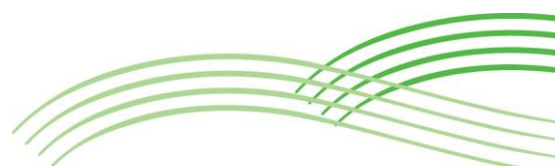
Our community will work together to eradicate bullying in all of its forms at Gloucester Academy. Much bullying emerges due to misconceptions, stereotypes and damaging views; we have a responsibility to educate our students and staff about acceptance and diversity. Gloucester Academy will strive to celebrate diversity and individuality and educate students to encourage acceptance. We will deliver resources for tutor times and assemblies that address bullying in all of its forms and we will hold termly anti-bullying meetings that welcome attendance from anyone within the school community.

Bullying will remain an on-going discussion within the school and wider community and all recorded incidents will be carefully monitored.

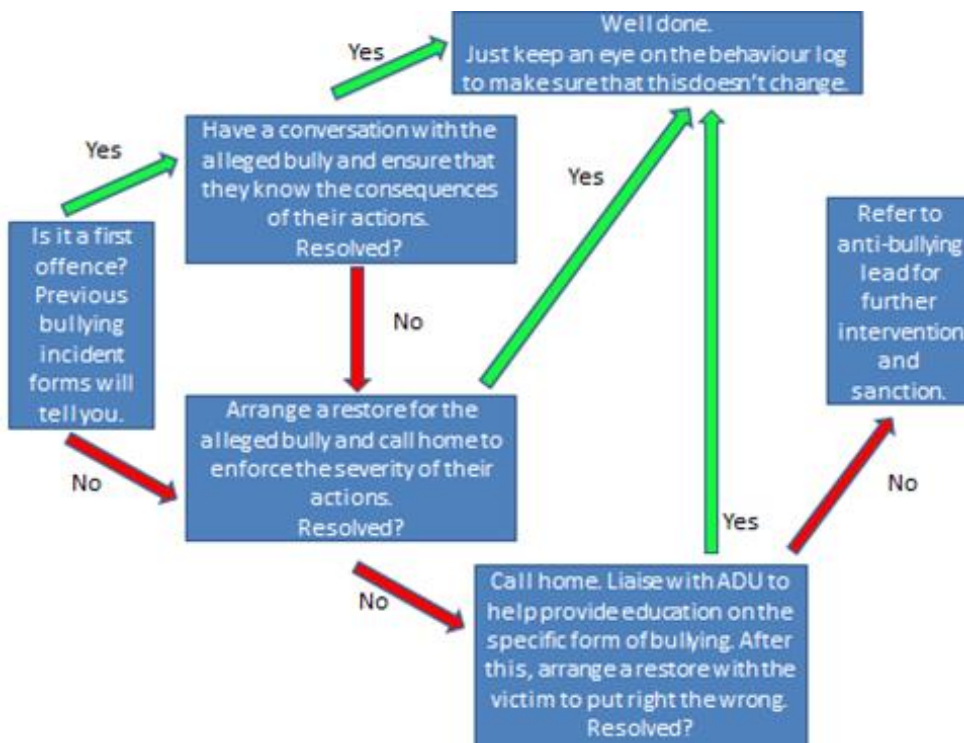
Staff will remain vigilant and will report any incidents and flag any concerns in line with this policy.

Any identified 'bullies' will be provided with an opportunity to restore the damage that they have caused after an education from the school about the impact of their negative behaviour and addressing some of the potential causes of their behaviour.

Through dedication to continuous professional development of staff we can help ensure that bullying incidents are noticed, reported and dealt with appropriately and swiftly.



3.3 Overview



Additional references:

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/>

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe_in_education.pdf

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444862/Preventing_and_tackling_bullying_advice.pdf



Bullying Incident Form – BIF

Staff Name:.....

Date:.....

Section 1:

Is it clear who the bully is and who has been bullied?

Yes No

If **Yes** fill out section 2. If **No** fill out section 3.

Section 2:

Name, Year and Tutor Group of alleged Bully(ies):

.....

Name, Year and Tutor Group of Bullied:

.....

Now go to Section 4

Section 3:

Name, Year and Tutor Group of those involved:

.....

Section 4:

Please tick the box to categorise the incident:

(a) Name Calling	<input type="checkbox"/>	(g) Spreading Rumours	<input type="checkbox"/>
(b) Ignoring/ Leaving out of group	<input type="checkbox"/>	(h) 'Mickey Taking'/ Sarcasm	<input type="checkbox"/>
(c) Constant nudging/ barging	<input type="checkbox"/>	(i) 'Looking at' (Looking up and down)	<input type="checkbox"/>
(d) Cyber/ Snapchat/ Facebook	<input type="checkbox"/>	(j) Racist	<input type="checkbox"/>
(e) Text messages	<input type="checkbox"/>	(k) Homophobic	<input type="checkbox"/>
(f) Threats	<input type="checkbox"/>	(l) Disablist	<input type="checkbox"/>

(m) Other:

.....

Please give a brief outline of the incident (including any students inciting incidents)

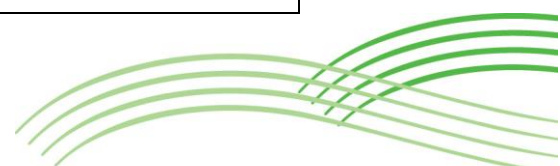
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Section 5:

Has the incident been dealt with by use of a restorative approach? YES NO

If NO, what action has been taken;

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Section 6:

Please ask these questions of those involved:

Do all students feel the incident has been resolved? YES NO

If NO, who: Bullied Bully

If NO, please refer to HoH for further advice and agreed/ shared action within 24 hours.

PLEASE ATTACH ANY STATEMENTS THAT HAVE BEEN MADE BY STUDENTS AND RETURN TO A. VINTON

