Shire Oak Academy

Anti - Bullying Policy
(This policy runs alongside the Behaviour for Learning Policy)

September 2020

Policy revision date: September 2020

Revised by: SH/BE

Mrs J Mole

Chairman of Governors

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Date:

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Main reviewer: The Principal
In liaison with: The Pastoral Manager

Version 1.2

Vision and Values

Mission Statement
Turning potential into excellence

Vision Statement
To provide a safe, secure, caring and supportive environment in which all students may take advantage of the opportunities we provide to develop knowledge, skills, attitudes and values to prepare them for taking up an adult place in 21st Century society as responsible, responsive and enterprising citizens who become effective lifelong learners and make a positive contribution to society.

Values
Sets of values underpin any group of people, from a family unit through to a whole nation and these values give members of a group common ideals to follow and aspire to. We believe that establishing a set of core values will engender the true community spirit of our academy.

At Shire Oak Academy it is our aim to raise standards and improve behaviour and conduct by promoting a school ethos which is underpinned by core values. These values support the development of the whole child as a reflective learner within a calm, caring, happy and purposeful atmosphere. Our shared set of values will promote a positive environment in which students can make progress academically, socially and emotionally. We want to encourage students to consider these values, and thereby to develop the knowledge, skills and attitudes that enable them to develop as reflective learners and grow to be stable, educated and civil adults.

Our core values at Shire Oak Academy are;

Aspirational - Inspire all of our students to dream big dreams which extend their horizons beyond their expectations.
Success - Learning from failure, challenging expectations and driving for success.
Participation - To be fully involved in school life. Take an active part in lessons and take full advantage of the extra-curricular opportunities provided.
Integrity - Promoting the qualities of selflessness, courage, honesty, respect, commitment and doing the right thing.
Responsibility - To enable each student to develop confidence, self-esteem and responsibility in all areas of school life.
Excellence - Striving for excellence and high achievement in everything we do.

Aims and purposes of this policy
Bullying of any kind is unacceptable and will not be tolerated at our academy. At Shire Oak academy, the safety and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible

citizens and prepare them for life in 21st century Britain. These values reflect those that will be expected of our students by society when they leave school and enter the world of work or further study.

We are committed to improving our academy's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

This policy has been written in conjunction with the academy's safeguarding policy, exclusions policy and the sexual violence and sexual harassment guidance. It has also been written in conjunction with the 'Getting Started' document produced by Stonewall.

1. Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate *and repeated*. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

The nature of bullying can be:
- Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
- Attacking property – such as damaging, stealing or hiding someone's possessions
- Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language unthreatening someone
- Psychological – such as deliberately excluding or ignoring people
- Cyber – such as text, email or other social media to write or say hurtful things about someone.

Bullying can be based on any of the following things:
- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biopic bullying)
- Gender identity (transphobic bullying)
- SEN or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to other vulnerable groups of people (egg. travellers, young carers)

No form of bullying will be tolerated and all incidents will be taken seriously

2. Reporting bullying

STUDENTS WHO ARE BEING BULLIED: if a student is being bullied they are encouraged to not retaliate but tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school@:

- Report to a teacher – such as form tutor, head of year, pastoral manager.
- Report to success centre staff
- Report bullying by
  Emailing – smith.c@shireoakacademy.co.uk or st-dukes-a@shireoakacademy.co.uk
  Texting – 07887942193
  Phoning 07887942193

- Call Childline to speak with someone in confidence on 0800 1111

Reporting - Roles and responsibilities

STAFF: All academy staff, booth teaching and non-teaching (for example lunch supervisors, caretakers) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the academy's efforts to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform a relevant member of the pastoral team. The heads of year and other pastoral staff are anti-bullying leads.

SENIOR STAFF: The SLT, ELT and principal have overall responsibility for ensuring the antibi-bullying policy is followed by all members of staff and that the academy upholds its duty to promote the safety and well-being of all young people. In addition to the heads of year and other pastoral staff Mrs Smith is the Senior Leader responsible for anti-bullying.

PARENTS AND CARERS: Parents and carers should look out for potential sigs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the academy either in person, or by phoning or emailing the relevant head or year or member of Pastoral staff.

STUDENTS: Students should not take part in any kind of bullying and should watch out for signs of bullying mong their peers. They should never be bystanders to incidents of bullying. If students witness bullying they should support the victim, encourage them to report the lying and, if possible, accompany them to tell a trusted adult.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:
- Staff will record the incident on Sims
- All incidents will be investigated fully
- Designated academy staff will monitor incidents and information recorded on sims analysing and evaluating results.
- Designated academy staff will produce regular reports summarising the information for the governing body
- Support will be offered to those who are the target of bullying from the pastoral team in the academy.
- Staff will proactively respond to the bully who may require support from the pastoral team.
- Staff will assess whether parents and carers need to be involved.
- Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly where act tons take place outside of the academy.

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated whether it takes place inside or outside of the academy. Bullying can take place on the way to and from the academy, before or after school hours, at the weekend or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on students' well-being beyond the academy day. Staff, parents and carers, and students must be vigilant to bullying outside of the academy and report and respond according to their responsibilities as outlined in this policy.

5. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying as listed in our definition of bullying. It will be challenged by staff and recorded and monitored on Sims and follow up actions and sanctions, if appropriate, will be taken for students and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language.

6. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by prejudice or negative attitudes, beliefs or views towards a protected characteristic our minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in the academy. This not only ensure that all incidents are dealt with accordingly, it also helps to prevent bullying as it enables targeted anti-bullying interventions.

7. Academy initiatives to prevent and tackle bullying

We use a variety of measures to prevent and tackle bullying including:
- The PSHE and life skills programme of study includes opportunities for students to understand about different types of bullying and what they can do to respond and prevent bullying.
- The MVP initiative provides specific lessons given by students to other students on bullying issues.
- Year group assemblies help to raise students' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the academy. The academy participates in events including anti-bullying week, Black History Month and LGBT History Month.
- The academy values of equality and respect are embedded across the curriculum to ensure that it is as active as possible.
- Stereotypes are challenged by staff and students across the academy
- Restorative justice initiatives are employed to provide support to targets of bullying and those who show bullying behaviour.
- Students are continually involved in developing academy-wide anti-bullying initiatives through the academy year group and house councils.

8. Training

The principal is responsible for ensuring that all academy staff, both teaching and non-teaching receive regular training on all aspects of the anti-bullying policy

9. Monitoring and reviewing

The principal is responsible for reporting to the governing body on how the policy is being enforced and upheld via a regular report. The governors are in turn responsible for monitoring the effectiveness of the policy via reports and in-school monitoring.

The policy is reviewed every 12 months, in consultation with the whole academy community including students, staff, parents, carers and governors.