

Anti-bullying Strategy

The Elland Academy has a 'duty of care' towards its students with regard to bullying in that the Head and staff stand in loco parentis (in place of the parents). This duty of care includes protecting students from harm from bullying.

This policy takes full account of the school's legal obligations as per the guidance stated in the DfE publication Preventing and Tackling Bullying (March 2014)

- has a policy to prevent all forms of bullying amongst students
- to make a written copy of the anti-bullying statement available on request
- to set out the strategies to be followed with a system to implement them and a mechanism for monitoring and reviewing their effectiveness.

1. a) Definition of Bullying

Bullying can be defined in a number of ways. The Elland Academy follows DfE guidance which defines bullying as follows:

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. 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. It might be motivated by actual differences between children, or perceived differences.

(DfE March 2014)

Bullying has been described by students as:

- name calling
- teasing
- physical abuse eg hitting, pushing, pinching or kicking
- having personal possessions taken eg bag or mobile phone
- receiving abusive text messages or e-mails
- being forced to hand over money
- being forced to do things they don't want to do
- being ignored or left out
- being attacked in any way due to religion, gender, sexuality, disability, appearance or racial or ethnic origin.

b) Specific Examples of Bullying

Racist bullying – an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- bringing racist leaflets, comics or magazines
- inciting others to behave in a racist way

- racist graffiti or other written insults, even against food, music, dress or customs
- refusing to co-operate in work or play.

Sexual bullying – this is generally characterised by:

- abusive name calling
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- sexual innuendos and propositions
- pornographic material, graffiti with sexual content
- in it's most extreme form, sexual assault or rape.

Sexual orientation – this can happen even if the students are not lesbian, gay or bisexual. Just being different can be enough. This can be in the form of:

- use of homophobic language
- looks and comments about sexual orientation or appearance.

SEN or disability – These students are often at greater risk of bullying. This can be characterised by:

- name calling
- comments on appearance
- comments with regard to perceived ability and achievement levels.

The need for adult sensitivity should be taken into account in a number of instances, e.g. when grouping children, marking children's work, sharing of results and assessment arrangements as well as an awareness of appropriate language being used when addressing students.

Text bullying – this is on the increase and can involve students receiving threatening or disturbing messages from possibly anonymous callers. It is the Centre's policy that all students' mobile phones are switched off and handed in to their key tutor at the start of the day. The phones are then returned to students upon their dismissal from the Centre.

2. The Elland Academy Statement of Intent (with regard to its position on bullying)

The Elland Academy believes that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of The Elland Academy community will be listened to and taken seriously.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.

- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

3. Aims of the Policy

- To assist in creating an ethos in which attending The Elland Academy is a positive experience for all members of The Elland Academy community.
- To make it clear that all forms of bullying are unacceptable.
- To enable everyone to feel safe while with The Elland Academy and encourage students to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with parents and other appropriate members of The Elland Academy community.
- To ensure all members of The Elland Academy community feel responsible for combating bullying.

4. Objectives

- To ensure all parents and students have received and had opportunity to comment upon The Elland Academy anti-bullying policy.
- To maintain and develop effective listening systems for students and staff within The Elland Academy.
- To involve all staff in dealing with incidents of bullying effectively and promptly.
- To equip all staff with the skills necessary to deal with bullying.
- To involve the wider The Elland Academy community (eg office staff, nurse, Connexions worker) in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider The Elland Academy community effectively on the subject of bullying.
- To acknowledge the key role of the students' Personal Learning Advocate (PLA) in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information and where appropriate shared with relevant organisations.

5. Specific Elland Academy Targets

Our Academy Development Plan for 2016-2017 includes a specific key objective which focuses upon:

Priority 4 a - To provide a safe and welcoming environment for staff, pupils, parents/carers and visitors

This will be achieved by:

- Ensuring all members Governing Body, parents/carers, students, teaching and non-teaching staff have seen and had the opportunity to discuss the policy
- Establishing systems for rewards and sanctions ensuring they are applied consistently by all staff so that children and young people are clear of the high expectations regarding behaviour and attitudes to learning

- Ensuring all staff are familiar with reporting incidents procedures
- Ensuring all incidents of bullying are recorded

6. Code of Conduct (with regard to The Elland Academy behaviour and relationships within The Elland Academy community)

We recognise that all adults in The Elland Academy are, in effect, role models for the students. The way in which we behave towards each other and to students is particularly important in terms of providing positive role models. Therefore, as adults we must:

- show respect for every student and other colleagues within the Unit community as individuals
- be aware of vulnerable students
- criticise the behaviour rather than the student
- avoid favouritism
- be seen to be fair
- avoid labelling
- have high expectations of students
- never give students ammunition to use against each other
- actively seek to develop a praise culture within the academy.

Young people also have a responsibility to role model appropriate behaviour for their peers. We therefore believe that all students must:

- show respect for their fellow students and adults working within The Elland Academy community
- support and be sensitive to others when they may be feeling vulnerable
- actively seek to develop a praise culture within The Elland Academy actively support The Elland Academy anti-bullying policy
- take responsibility for their own behaviour

7. Equal Opportunities

Every member of The Elland Academy community is entitled to expect equality of protection from bullying as well as protection and support from specific policies and procedures which are designed to ensure that the academy community remains a safe environment in which to teach and learn.

8. Procedures and Dealing with Incidents – A Whole Elland Academy Approach

a) Role of students in recording a bullying incident

Follow The Elland Academy guide to reporting and dealing with bullying incidents. (See Appendix 1 for Anti-Bullying Immediate Response Chart)

b) Guidance for parents/carers

If your son/daughter has been bullied:

- Calmly talk with your child about his/her experiences
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened
- Reassure your child that he/she has done the right thing to tell you about the bullying
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately
- Make an appointment to see your child's teacher or discuss their PLA.
- Explain to the teacher the problems your child is experiencing.

When talking with teachers about bullying:

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask if there is anything you can do to help your child or the school
- Stay in touch with The Elland Academy and let them know if things improve as well as if problems continue

If you are not satisfied:

- Check with The Elland Academy anti-bullying policy to see if agreed procedures are being followed
- Make an appointment to discuss the matter with the Head and keep a record of the meeting
- If this does not help write to the Chair of the Governing Body explaining your concerns and what you would like to see happening
- Contact the SPTA Regional Director in order to ensure the Governing Body respond to your concerns

If your son/daughter is bullying others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others
- Regularly check with your child how things are going
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people

If your son/daughter is experiencing any form of electronic bullying:

- Ensure your child is careful whom they give their mobile phone number and e-mail address to at The Elland Academy
- Check exactly when a threatening message was sent

- Where necessary report incidents to the police and share your concerns with your son/daughter's PLA

c) Role of staff

Follow The Elland Academy's guide to reporting and dealing with bullying incidents. (See Appendix 1 for Anti-Bullying Immediate Response Chart)

d) Sanctions

- Official warnings to cease offending
- Inform parent/carer
- Social time detention's
- Urgent review with parent/carer
- Isolation from lesson (1/2 day)
- Isolation with SLT
- Mediation with offended party – Restorative Justice
- Individual, tailored package of education
- Police involvement – if considered very serious and on-going
- Information sharing with involved multi-agencies (eg YJS, Prevention, CAMHS)

9. Strategies to Reduce Bullying

The Elland Academy adopts a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies, including:

- A The Elland Academy ethos and culture which values good relationships and promotes respect for individuals
- Co-operative classrooms which value collaboration and good relationships
- Co-operative group work
- Assemblies (planned for single-site_
- PSHE and Citizenship education
- Educational opportunities/experiences to develop social skills
- Curriculum provision for opportunities to discuss bullying and equip children with the skills to deal with it
- Encouragement to students to be active citizens of The Elland Academy's community, (Student Voice/School Council)
- Team building activities (e.g. through Outdoor Ed.)
- Whole Elland Academy training.

10. Confidentiality

Staff in The Elland Academy cannot promise absolute confidentiality if approached by a student for help. Staff must make this clear to students. Child protection procedures must be followed when any disclosures are made.

It is very rare for a student to request absolute confidentiality. If they do, in situations other than those involving child protection issues, staff must make a careful judgement whether or not a third party needs to be informed. This judgement will be based upon:

- The seriousness of the situation and the degree of harm that the student may be experiencing.
- The student's age, maturity and competence to make their own decisions.

Where it is clear that a student would benefit from the involvement of a third party, staff should seek consent of the student to do so. If appropriate, staff might inform the third party together with the student. Unless clearly inappropriate, students will always be encouraged to talk to their parent/carer.

An underlying principle, in supporting students in The Elland Academy, is that all children are listened to sensitively and objectively and all incidences of bullying will be taken seriously; there is a zero tolerance approach.

Although The Elland Academy cannot guarantee confidentiality students will be informed of national and local helplines, if appropriate, where confidentiality can be maintained.

11. Support for Students who Experience Bullying

If you are being bullied:

- Tell an adult, your PLA or somebody else you trust what has happened straight away
- Get away from the situation as quickly as possible
- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel
- Always remember that it is not your fault and that you do not deserve being treated in this way

After you have been bullied:

- Tell a teacher, PLA or another adult you trust within school
- Tell your family
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you
- Keep on speaking until someone listens and does something to stop the bullying
- Don't blame yourself for what has happened

When you are talking to an adult about bullying be clear about:

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

If you experience bullying by mobile phone text messages or e-mail:

- Tell a friend, parent or teacher
- Be careful who you give your mobile phone number or e-mail address to
- Make a note of exactly when a threatening message was sent

For contacts and details of where to seek help outside school see appendix local and national contacts.

12. Monitoring Arrangements

This policy will be evaluated and updated annually by the SLT of The Elland Academy. The views of students and staff will be used to make changes and improvements to the policy on an ongoing basis.