



LANDAU
FORTE
ACADEMY
AMINGTON

Policy Name	Anti-bullying Policy
Policy Number	AMN051
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Statement of Intent

Landau Forte Academy Amington is committed to ensuring that students learn in a 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. If bullying does occur, all pupils should feel safe to speak-up and tell an adult and know that incidents will be dealt with promptly and effectively.

Landau Forte Amington Charter

At Landau Forte Amington students will ...

- Understand that bullying is the repetitive intentional hurting of a person physically, verbally or psychologically.
- Respect one another and think before we speak or act against another person.
- Tell someone in authority if we witness or experience bullying, any kind of intimidation or exploitation.

At Landau Forte Amington staff will ...

- Take all accusations of bullying, intimidation or exploitation seriously and deal with it sensitively.
- Make the bullies and their parents / carers aware of what they are doing.
- Support the victim and the bully.

Definition

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is **repeated** and usually unprovoked and can continue for a prolonged period of time. It always reflects an imbalance and abuse of power. It is important that it must not be confused with the usual childhood/teenage squabbles and arguments where individuals “fall out” with one another.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic/transphobic – because of, or focusing on the issue of sexuality/gender identity
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Cyber – all areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.
- Disability/SEN – because of, or focusing on a disability or special educational need.
- Home circumstance – targeting individuals who are looked after children or because of a particular home circumstance

Bullying can therefore constitute any of the above activities within the context of the definition provided. Bullying may occur to anyone and this policy is inclusive of the bullying of school staff, whether by pupils, parents or other staff. (Members of the school workforce suffering from or concerned about bullying may also contact their professional association for support and advice).

Bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

Academy Objectives

To prevent, de-escalate and stop any continuation of harmful behaviour.

To react to bullying incidents in a reasonable, proportionate and consistent way.

To safeguard the student who has experienced bullying and to trigger sources of support.

To apply disciplinary sanctions to the student causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

Policy Aims

All students, parents, staff and governors should have an understanding of what bullying is.

Staff and governors should follow the school policy when bullying is reported or suspected.

All students and parents should know what bullying is and inform a member of staff if bullying arises.

The Academy will always take bullying seriously. We use a range of proactive and reactive strategies to combat and prevent bullying.

Reporting Procedures

If bullying is suspected or reported, the incident will be taken seriously and dealt with as quickly as possible by the member of staff who has been approached. A clear account of the incident will be recorded and passed to the Personal tutor, Head of Year or Deputy Head of Year.

PTT/Head of Year/Deputy Head of Year will investigate the incident by interviewing all concerned.

Personal tutors and, where appropriate, subject staff will be kept informed and asked to monitor the behaviour of the students concerned.

Parents will be kept informed and are discouraged from taking matters into their own hands and should not approach a suspected student but speak to the child's Personal Tutor or Head of Year. Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy to address the situation and to support the bullied student according to the particular incident/s.

Students who are victims of bullying will be offered the opportunity to discuss their experience with their personal tutor, Anti Bullying Lead or Anti Bullying Ambassador; be offered support in terms of access to pastoral support to restore self-esteem and build confidence.

Students who have bullied will be helped by; discussing what happened, discovering why the student became involved and establishing a sense of wrong-doing. Parents/carers will be informed to help change the attitude and behaviour of the student.

In agreement with both parties involved there will also be the opportunity to rebuild relationships, involving a discussion mediated by a member of staff as a way of resolving disputes.

The following disciplinary steps may be taken:

- Official warning to cease offending
- Exclusion from certain areas of the school premises e.g restaurant, playground, AstroTurf or certain activities
- Detentions
- Referral to senior staff and/or external agencies e.g. Education Welfare Officer, Police Liaison Officer, Foundations 4 the Future mentor.
- Internal fixed term exclusion
- External fixed term or permanent exclusion.
- A separation agreement may be put in place.

Prevention

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include;

- Effective school leadership that promotes an open and honest antibullying ethos
- Dedicated Anti-Bullying lead and student ambassadors
- Use of curriculum opportunities, in particular tutor periods and PSHE classes where issues of diversity are discussed and anti-bullying messages are drawn out
- Use of opportunities throughout the school calendar and at certain times of the school day to
- Raise awareness of the negative consequences of bullying e.g. Anti-Bullying Week in November of each year
- Whole school assemblies
- Pupil surveys
- Poster campaigns
- Improved supervision and highly visible staff presence
- Peer mentoring with Anti-Bullying ambassadors
- Pastoral intervention work for individuals or groups
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the antibullying policy and practice of the school

Development, Monitoring and Review We plan to:

Monitor, evaluate and review our anti-bullying policy on a regular basis
Support staff to identify and tackle bullying appropriately

Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively and seek feedback from students via the Student Leadership Team and student surveys.

To learn from anti-bullying good practice elsewhere and utilise the support of the Landau Forte Network and relevant statutory/voluntary organisations when appropriate.



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