

Lambeth Academy Anti-Bullying policy

September 2008

The aim of Lambeth Academy's anti-bullying policy is to ensure 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. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at the Academy.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups).

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying in the Academy.

The Academy's teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Staff

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the relevant Head of House
- the Head of House will interview all concerned and will record the incident on SIMS
- form tutors will be kept informed and asked to monitor
- parents will be kept informed
- punitive measures will be used as appropriate and in consultation with all parties concerned.

Students

Students who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their form tutor or member of staff of their choice
- reassuring the student
- offering continuous support
- restoring self-esteem and confidence.

Students who have bullied will be helped by:

- discussing what happened
- discovering why the student became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the student.

The following disciplinary steps will be taken:

- official warnings to cease offending
- detention

In the event of reoccurrence there will be, as appropriate:

- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion.

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, with the aim of eradicating such behaviour.

There will be a major focus on the issue annually through anti-bullying week.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness in conjunction with parents and students. The policy will be promoted and implemented throughout the school.