

Anti-Bullying Policy



At Lambeth Academy we will not tolerate bullying.

The aim of our 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.

We aim to create and maintain an ethos in which students feel safe to report bullying and confident in our ability to help them.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying is characterized by intimidation where the bully has power over another person; it does not have to be repeated with the same victim to be bullying. Bullying can be invisible and silent; it can socially isolate victims. Bullying is sustained, deliberate and targeted.

The three main types of bullying are:

- physical (e.g. hitting, kicking, theft, extortion)
- verbal (e.g. name calling, racist, homophobic and other discriminatory remarks)
- indirect (e.g. spreading rumours, social exclusion, use of the internet, use of mobile devices, cyber-bullying).

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, a lack in concentration or truancy from school. Students are 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 Responsibilities

The following steps will be taken when dealing with incidents:

- if bullying is suspected or reported, the member of staff concerned will take down a detailed statement and hand it to the Head of Year of the alleged victim
- the Head of Year will interview all concerned and will record the incident on SIMS
- form tutors will be kept informed and asked to monitor
- parents/carers will be kept informed
- sanctions will be used as appropriate and in consultation with families, students and staff
- restorative measures will be taken with the consent of all parties

Student Entitlement

We will support students who have been bullied by:

- listening to them as soon as possible on the same day as disclosure
- making an offer of sanctuary

Anti-Bullying Policy



- offering an immediate opportunity to discuss the experience with their form tutor or Head of Year
- reassuring the student that s/he was right to tell you, will be listened to and that no actions will be taken without their knowledge
- offering continuous support from the Form Tutor and their Head of Year who may refer to Inclusion
- offering, to all parties, the opportunity of restorative meetings
- advising students on where to gain further help and support e.g. Childline

If an alleged victim denies that bullying is taking place, a report will be logged and re-activated should there be a recurrence.

Students who have bullied will be supported by the following:

- discussion of what happened with their Head of Year
- help in establishing the wrong doing
- the opportunity to repair harm through mediation, facilitated by the Form Tutor, a Head of Year or by referral to the Inclusion team
- the involvement of families to help modify behaviour

The following disciplinary steps will be taken:

- Depending on the nature of the bullying and severity, sanctions may range from a verbal warning up to and including permanent exclusion.

Recording

All incidents of bullying will be recorded in SIMS according to procedures in the Behaviour for Learning Policy. Types of bullying which are subject to statutory reporting (racist, homophobic, religious) will also be recorded in SIMs.

Preventative Measures and Raising Awareness

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in tutor sessions, assemblies and various curriculum subject areas with the aim of eradicating such behaviour. There is a major focus on the issue through Anti Bullying Week every November. Other initiatives will also be applied throughout the year such as those from external agencies and these are targeted at groups of students with specific additional need, identified by the Inclusion team and Head of Year.

All students are required to treat each other with kindness and respect and to avoid derogatory and offensive language, including that of a homophobic and racist nature, towards each other.

This policy will be presented to staff annually. We will not rely solely on reports from victims or other students but will be vigilant in identifying bullying while working in lessons, on duty points or in any other context.

Bullying through technology and social networking is also discussed in our Child Protection and Acceptable Usage of ICT policies.

Monitoring, evaluation and review

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

Related Documents

This policy relates only to occasions where students are bullying, or accused of bullying, other students.

HR docs to cover

- *Adult on Adult*
- *Adult on Student*
- *Student on Adult*

HOW TO REACT WHEN A CHILD WANTS TO TALK ABOUT BULLYING

- Before the student gives you any details, let them know that you may need to tell someone else; do not promise confidentiality
- Accept what the student says (however unlikely the story may sound)
- Keep calm
- Be aware that the student may have been threatened

HELPFUL THINGS TO SAY OR SHOW

- I believe you (showing acceptance of what the student says)
- I am glad you have told me
- It's not your fault
- I will help you

AVOID SAYING

- Why didn't you tell anyone before?
- I can't believe it
- Are you sure this is true?
- Why? How? When? Who? Where?
- *Never make false promises*
- *Never make statements such as "I am shocked. Don't tell anyone else."*

AT THE CONCLUSION OF THE CONVERSATION

- Again reassure the student that they were right to tell you and that you believe them
- Let the student know what you are going to do next and that you will be informing their Form Tutor and Head of Year
- Make notes immediately, writing down exactly what the student said, when he/she said it and what was happening at the time.
- Report your discussions and give your notes, as soon as possible, to the student's Form Tutor and Head of Year