



ANTI-BULLYING POLICY

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Elm Academy

ANTI BULLYING POLICY

What is our definition of bullying?

It is generally agreed that bullying involves repeated and orchestrated power over someone either by an individual or by a group through physical intimidation, verbal insults and threats, cyber insults and threats, extortion and exclusion.

The key elements of Elm Academy's anti-bullying policy are as follows:

Definition
Acknowledgement
Prevention
Identification
Intervention
Resolution

IF AN ELM ACADEMY STUDENT FEELS THEY ARE BEING BULLIED, THEN THIS WILL BE TREATED SERIOUSLY AND DEALT WITH SENSITIVELY AND IMMEDIATELY.

Definition of bullying: it is

Generally systematic and ongoing - rather than one off
Carried out by the more powerful to the less - rather than between equals
Distressing and hurtful to the victim - rather than 'good-natured' fun
Always one way - rather than an exchange.

It is particularly important to distinguish it from minor conflict between children. It can take several forms:

VERBAL – as in name calling, racial abuse, abusive texting, emailing and phone calls

SOCIAL – as in not being spoken to or left out of activities

MATERIAL – as when possessions are stolen or damaged or extortion takes place

MENTAL – as when pressure to conform is applied

PHYSICAL - as in physical assault

CYBER – through social networking sites.

Many children may be bullied, but bullying often occurs if a child has been identified as being in some way vulnerable, different or inclined to spend much time on their own. Children who bully have often been a victim themselves but bullying may occur because a child is unhappy, jealous or lacking confidence. Through bullying, children can achieve a number of 'rewards', including:

- The demonstration of superior power
- Closer group identity
- Gaining attention or material gains
- Venting anger
- Compensation for lack of success
- Excitement from the fear of others

ACKNOWLEDGEMENT

No academy can assert that it does not have a bullying problem and it is only through acknowledging that bullying is always a serious risk where groups of young people are placed together, that it can be effectively tackled and addressed.

PREVENTION

Bullying is addressed in Elm Academy through a number of techniques.

- Challenging continually the idea that bullying is an acceptable part of growing up
- Developing strong anti-bullying messages in the curriculum, through assemblies and during anti-bullying week
- Raising awareness by the use of posters, noticeboards, surveys and collapsed days
- Through mediation and RAISE
- Maintaining good adult supervision at places and times designated to be vulnerable

IDENTIFICATION

If bullying is successfully identified then Elm Academy can be proactive in stopping it. Elm Academy needs to create an atmosphere of openness and reporting. This can be done by:

1. Providing clear and well-established reporting procedures for students and parents/carers
2. Creating opportunities for confidential communications by students, class teachers, pastoral TA support
3. Challenging the notion that there can be innocent, neutral bystanders to bullying

IMPLEMENTATION

When dealing with students involved in bullying incidents, Elm Academy's aims are to:

- a. Support and counsel the victim
- b. Facilitate mediation where appropriate between the victim and the bullies
- c. Correct the behaviour if mediation is not successful

Elm Academy sees a role for the following parties in preventing and resolving bullying and helping to raise awareness of it:

- RAISE
- Students
- Senior Leadership Team/Senior Management Team
- Governors
- Class teachers
- Parents/carers of victims
- Parents/carers of bullies
- External agencies (eg counsellors, drop in sessions)

RAISE:

1. Facilitating resolution of conflict through mediation and support
2. Collating and recording information on incidents of bullying
3. Dealing with cases of bullying in accordance with the academy policy
4. Working with victims and their parents/carers where appropriate
5. Working with the bullies and their parents/carers to modify behaviour
6. Raising the profile of bullying through anti-bullying week
7. Compiling materials to be used during anti-bullying week
8. Providing and analysing results of the anti-bullying questionnaire
9. Contacting and working with external agencies where appropriate
10. Facilitating an on-line forum highlighting e-safety

Students: behaving with respect and tolerance towards one another, offering appropriate support to victims of bullying and reporting incidents to a responsible adult.

Senior Leadership Team: supporting the implementation of Elm Academy's policy and helping to raise awareness of it.

Class teachers:

1. Dealing with cases of bullying in accordance with the academy policy
2. Raise awareness by students through their day to day dealing with students by making the acceptable standards of behaviour clear and explicit
3. To liaise with parents/carers where appropriate
4. Refer incidents to SLT

Parents/carers of victims: supporting their children and Elm Academy in its efforts to deal with the problem

Parents/carers of bullies: supporting Elm Academy in its efforts to modify inappropriate behaviour

Prevention

- Raise awareness amongst students of academy's position against bullying
- Foster an atmosphere in which students feel comfortable about seeking help and in which they know how to seek help
- Make students aware of strategies for coping with bullying

Dealing with bullying

Aims:

to support and counsel the victim and offer mediation
to correct the behaviour of those responsible
to provide a prompt but considered response to incidents

Methods

- Use of RAISE to transform conflict through the mediation process
- Use of Behaviour and Support Contracts if mediation is not successful
- Contact with parents/carers of victim and bully should cases persist
- The use of appropriate counselling strategies including Relate, Self-esteem, Anger Management, one-to-one counselling where suitable
- Feedback to victims, bullies and other concerned parties about progress made in dealing with the incident
- Support Contract for the victim

Elm Academy anti bullying code: Who should do what?

Students should:

- Tell a member of staff if he/she is being bullied or ask someone else to do so if she/he is unable to
- Report incidents that they see, confidentially if necessary, and intervene to discourage bullying but only in so far as they do not put themselves at risk
- Know that we will treat the allegation sensitively and seriously. Know that parents/carers could be informed

Parents/carers should:

- Be supportive of their child if they are the victim of bullying
- Tell us if your child is being bullied or threatened
- Tell us if your child may be bullying or threatening another child
- Be willing to come to the academy if requested
- Avoid getting directly involved without being in possession of the full facts

The Academy will:

- Listen to your child and respect their feelings
- Reassure your child that any allegation will be treated seriously and, as far as possible, his/her safety will be ensured
- Investigate the allegation carefully
- Meet with students as soon as possible, (in most cases on the same day) to begin to resolve the situation
- Contact parents/carers if appropriate
- Monitor the situation. Keep all parties informed
- Require students who continue to bully to adhere to the Behaviour contract, because failure to do so will result in further sanctions

It is only by ensuring continually that students, parents/carers and staff are all aware of the policy that this issue can be kept alive. It is therefore considered important that posters and other high profile reminders are in place within the academy.

The involvement of parents/carers and governors is critical in this area. It is also imperative that parents/carers are fully aware of the policy and procedure so that they know what to do themselves or how to advise their child in relation to bullying incidents. An annual monitoring report on bullying should become a part of the principal's reporting to the governors.

CONCLUSION

An anti-bullying policy alone will not stop bullying. Bullying is an aspect of life that we strongly believe can only be reduced through an understanding of why it happens. Our policy is directed at improving this understanding, thereby reducing the need for a bully to bully and as such is an integral part of the academy's ethos and philosophy.