



MOUNTS
BAY

Anti Bullying Policy

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Anti Bullying Policy

Table of Contents

Statement of Intent	2
Policy Aims	2
Objectives of this Policy	3
What is bullying?	3
Strategies for the Prevention of Bullying	4
Reporting Bullying	4
Actions involved in dealing with or punishing bullying	5
Monitoring and Evaluating the Policy	5

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Academy. If bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING Academy. This means that anyone who knows that bullying is happening is expected to tell the staff.

Policy Aims

The main aims of this Policy are to minimize bullying by creating as safe an environment as is possible. It is our aim to:

- create an atmosphere everywhere within the Academy environment (e.g. corridors, classrooms, playground etc.) in which bullying has no place.
- educate every person on the Academy site, or connected with the Academy, as to what bullying is and how to best prevent – if not eradicate it.
- design, implement and regularly review a simple and effective way of dealing with bullying, to include cyber bullying.
- ensure that every person is aware of what to do if they are being bullied or if they are made aware of others being bullied.

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the Academy policy is on bullying, and follow it when bullying is reported.
- Everyone associated in the Academy community should know what the Academy policy is on bullying.
- Bullying will not be tolerated under any circumstances. Every incident will be investigated and dealt with thoroughly and appropriately.

What is bullying?

Bullying is anything that intentionally makes people uncomfortable, unhappy or frightened; anything that makes someone feel any less valuable or valued than they really are.

Bullying can be extremely hard to define and can be even more difficult to prove. Below are some, but not all, examples of bullying:

- repeated name-calling
- racist and religious intolerance
- mocking
- spreading unkind stories
- writing nasty notes, or drawing
- graffiti
- nasty phone calls or text messages
- hitting
- punching
- kicking
- pushing
- spitting
- excluding/not talking to someone
- damaging or hiding belongings
- threats
- extortion/stealing
- persistent unfair treatment
- intimidation or harassment
- cyberbullying
- Bebo, Facebook iMessage, snapchat, Instagram, kick or similar chat lines, used for verbal bullying.
- Harassment based on nonconformity to gender norms, gender identity and gender expression. MBA has a strong ethos of inclusion for all.

THINK: Are you a bully? Have you been bullying someone - unintentionally?

Strategies for the Prevention of Bullying

- We must aim to teach everyone in the Academy community to recognise bullying and not to bully. We must promote anti-bullying in attitudes and values within the Academy.
- Teach all members of the Academy community to be assertive, not aggressive.
- Train all staff and anyone who works in the Academy, in awareness of bullying and how to deal with it. (The aim of in-service training is to refresh staff understanding of how to manage behaviour generally and to detect and respond to bullying).
- Raise awareness of parents, teachers, non-teachers and governors about bullying and how we deal with it together.
- Use lessons to raise awareness. (The curriculum should include programmes that build self-esteem, self-confidence and responsible assertiveness).
- Develop the profile and role of COMPASS in helping support any victims of bullying and in working with any student who has been a perpetrator of bullying.
- Ensure that all incidents are treated seriously and thoroughly through to a satisfactory outcome.
- Ensure that students are aware of the role of the Child Protection Officers and who they are. (The Child Protection Officers are Mr Hall, Ms Kennedy, Mr B Eddy, Mr Raggett, Mrs Morris, Miss McKenzie, Mr Jones, Mrs Page, Miss Westren and Mrs Harvey).
- All reported incidents are to be treated seriously and with total anonymity.

Reporting Bullying

It is very important that the process of reporting bullying is simple and clear.

- If anyone is being bullied then they must tell someone. It does not have to be a teacher. It can be anyone who works on the Academy site or at home. They must tell someone they trust, (teachers, Governors, Teaching Assistants, Peer Mentors, office staff, support staff, Lunchtime Supervisory Assistants, Site Technicians, cleaners, prefects, form captains, other students – for example).
- Every case is dealt with delicately and carefully.
- Confidentiality is very important, and will be respected at all times.
- Accurate recording is made of all details and witness accounts.
- Anyone bullying is to be made fully aware of their actions and consequences and repercussions of them. They will receive the relevant sanctions and interventions in Compass to eliminate the bullying behaviour.
- Revenge, retribution or threats following the reports of bullying will be swiftly and effectively dealt with.
- Contact with parents will be immediate.
- Support agencies will be informed where appropriate (Education Welfare Officer, Educational Psychologist, Behaviour Counsellor).
- The police will be informed if necessary, or in extreme cases.
- Counselling and support will be available and offered, to the victims. Counselling and education will be available to the students bullying as part of a rehabilitation process.
- Where bullying occurs (or continues) out of Academy the Academy will inform the parents and, if necessary, the police.

Actions involved in dealing with or punishing bullying

Any sanctions that are imposed as a result of bullying will be in line with the Academy's Behaviour Policy.

Monitoring and Evaluating the Policy

- The Policy will be reviewed every year.
- It will be reviewed, and evaluated, by a group consisting of staff, students and parent governors.
- Students and parents should be canvassed, as part of the review process, to see if the Policy is effective and is working.

**NO ONE DESERVES TO BE A VICTIM OF BULLYING.
EVERYBODY HAS THE RIGHT TO BE TREATED WITH RESPECT.**