



# **Anti-Bullying Policy**

## Anti-Bullying Policy

Any form of bullying is not allowed at Excelsior Academy. Allowing or condoning bullying may lead to consideration under Child Protection Procedures. This includes all forms e.g. cyber, racist, homophobic and gender related bullying. We keep a record of known bullying incidents. All staff are aware that children with SEND and / or differences / perceived differences are more susceptible to being bullied.

Bullying is the use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others. The behavior is often repeated and habitual. One essential prerequisite is the perception, by the bully or by others, of an imbalance of social or physical power, which distinguishes bullying from conflict. Behaviors used to assert such domination can include verbal harassment or threat, physical assault or coercion, and such acts may be directed repeatedly towards particular targets. Rationalizations for such behavior sometimes include differences of social class, race, religion, gender, sexual orientation, appearance, behavior, body language, personality, reputation, lineage, strength, size or ability. Bullying can be defined in many different ways. It is divided into four basic types of abuse – emotional, verbal, physical, and cyber.

### **Different types of bullying include:**

**Physical** – hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.

**Verbal** – name-calling, insulting a person's family, threats of physical violence, spreading rumors, constantly putting a person down.

**Emotional / psychological** – excluding someone from a group, humiliation.

**Racist** – insulting language / gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.

**Sexual** – sexually insulting language / gestures, name-calling, graffiti, unwanted physical contact.

**Homophobic** – insulting language / gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic violence.

**Electronic** – bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites.

### **Bullying is the abuse of power of one person over another.**

At Excelsior Academy we are committed to providing the best possible learning experience for all our pupils and believe that high standards of respect, cooperation and behaviour amongst all of our community are crucial if pupils are to take full advantage of their learning opportunities and achieve their potential.

We are committed to creating a well ordered, supportive environment where all pupils feel that they are safe and can enjoy learning without fear of threat, intimidation or **any form of bullying**.

Excelsior Academy is committed to stopping bullying behavior and every pupil, staff member and adult who is involved with our Academy is responsible for ensuring this.

Our aim is to enable pupils to be aware of the impact of their behaviour on others and to develop their responsibility as community members who are supportive of each other. We will encourage pupils to be proactive in discouraging bullying behaviour amongst their peers and supporting those who feel bullied or intimidated through schemes such as Peer Mentoring, Leadership Awards.

Our emphasis is in equipping all of our pupils with the skills and confidence to be open and assertive, to provide opportunities to make it as easy and safe to tell somebody if they are being bullied and to join together as a community to disapprove of actions that constitute bullying.

We believe that bullying sabotages any attempt to provide a safe learning environment. It is an anti-social activity that instills fear in the victim. Bullying behaviour thrives within a community that is prepared to be secretive. We understand that many incidents of bullying can be complex and a pupil who bullies might also be one who is bullied but will not accept this as a justification for any form of bullying.

All pupils must be encouraged to speak to a responsible adult if they believe that they are the victim of bullying or another pupil is the victim of bullying. All pupils, staff parents and carers are responsible for working together to ensure that pupils who feel that they are being bullied do not suffer in silence.

Bullying through ICT, for example through misuse of the internet, including social networking sites, mobile telephones, digital cameras is very serious and pupils who do this will be punished through our Academy Behaviour Policy.

We will follow up and investigate all incidents of bullying. Pupils who are responsible for deliberately causing upset or distress to others will be disciplined through our Behaviour Policy. If appropriate, we will involve external agencies in following up incidents of bullying, including in extreme situation the police.

We may involve external agencies in support of the pupil who has displayed the bullying behaviour or in support of the victim.

We expect all pupils and all staff to implement our anti – bullying policy, through their own behaviour towards each other as well as towards all pupils, through vigilance in their management of pupils in all areas of Excelsior Academy particularly in the use of ICT, through challenging and addressing and behaviour that causes upset to a pupil and through dealing sympathetically and sensitively with all allegations of bullying.

We expect all parents / carers to be supportive of our standards of respect, cooperation and behaviour in respect of anti-bullying and of the sanctions we will impose when pupils fail to cooperate.

## **1. Staff Responsibilities**

- Creating a supportive learning environment where all pupils can feel valued.
- Ensuring that pupils, parents, staff and all of our community have a clear understanding of what we believe constitutes bullying.
- Listen to pupils and take their concerns seriously
- Advising pupils what to do if they are being bullied or know of someone who is being bullied.
- Ensuring that pupils are informed of the action that will follow when bullying is reported or suspected.
- Following up any alleged incidents of bullying through the School's or Excelsior

Academy's systems and process as appropriate.

- Reporting all incidents of Racial Abuse / Racial Bullying through Excelsior Academy's Reporting of Racial Incidents procedures.
- Intervening when any pupil's action / behaviour is causing upset to another pupil. This is particularly important in incidents of low level bullying for example teasing, name calling.

## **2. Pupil Responsibilities**

Treat each other with respect, regardless of their academic ability, gender, racial or ethnic background or social circumstances.

Refusing to be drawn in to any act of teasing, intimidation or bullying of another pupil.

Encouraging a pupil who feels bullied or intimidated to speak to an adult who can help.

Bringing serious concerns about the safety or well-being of another pupil due to threats or bullying to the attention of an adult staff member.

Refusing to be drawn in to any act of teasing, intimidation or bullying of a staff member.

## **3. Parents / Carers Responsibilities**

Co-operating with our expectations and bringing concerns to our attention.

Talking with their sons/ daughters to enforce our expectations.

Being vigilant in their son's/ daughter's use of ICT.

Bringing any concerns to the attention of their son's/ daughter's Academy School.

## **4. Pupils who are bullying**

Bullying behavior has no place within the Academy. Pupils involved in bullying can expect that:

- Bullying behavior will be challenged
- They will be treated fairly
- They will be given the opportunity to change his/her behavior and encouraged and supported in doing so.
- They will be expected to work with staff to look at the reasons they have been bullying and to find and put into practice other ways of behaving.
- The Welfare Manager and School Principal will speak with parents / carers to let them know what is going on and to offer them the chance to help support their child in changing his / her behavior
- Regular meetings to review behavior, will take place with staff.
- If pupils choose not to work at changing their behaviour, more serious action will be taken, in accordance with the Academy Behaviour Policy.