



Policies and Procedures

Anti-Bullying Policy

Abbey Grange C of E Academy

Anti-Bullying Policy

Rationale

This policy has been devised

- meet both our legal and moral obligations as a caring community
- to maintain a high quality of life for all members of the school community
- to establish the principle within our school community that the conscious and deliberate desire to frighten, threaten or hurt someone by either physical assault or verbal abuse, including intimidation, or any other method of causing anxiety or distress including cyber bullying, racist bullying and homophobic bullying is totally unacceptable.

Outcomes

We aim to

- achieve a situation whereby bullying is recognised as unacceptable behaviour by every member of the school community
- obtain the full support of parents in supporting our anti- bullying policy

Process

We aim to achieve these outcomes by

- educating students against all types of bullying including racist bullying, homophobic bullying and cyber bullying throughout the curriculum and, in particular, through the PSHCE programme and the Pastoral system
- encouraging all students via the PSHCE and Pastoral system and through visual displays around the school to report incidents of bullying to their Form Tutor, the Abbey Managers, to Mrs. Walker, Head of Pastoral care, to Mrs. Robinson, Achievement Director responsible for E Safety and Anti-Bullying, to Mrs. Clarke, Assistant Principal responsible for Student Development or to the Student Anti-Bullying ambassadors
- treating seriously and thoroughly investigating all reports and allegations of bullying
- supporting victims throughout the process, including use of Restorative Practices as appropriate
- reporting all incidents of Homophobic bullying and Racist bullying to the local authority via the electronic hate incident reporting system (HIRS) for schools
- using an investigative process which involves
- the victim of bullying recording the incident in writing using a pro-forma supplied by the Abbey Managers or Head of Pastoral Care
- the student displaying the bullying behaviour also being invited to record the event(s) in writing
- the Abbey Manager/Head of Pastoral Care discussing the incident(s) with both parties and mediating when appropriate
- involvement of the Safer Schools Police Officer in investigation or Restorative Practice where appropriate

- the parents of both parties being informed of the problem either by telephone or in writing if the conclusion of the Abbey Manager/ Head of Pastoral Care is that the matter is serious enough to be taken further
- using the school's disciplinary code to sanction bullies by removal of privileges/detention/other suitable sanction decided by the Abbey Manager/ Head of Pastoral Care. In the case of "cyber bullying" the school reserves the right to confiscate mobile phones/electronic devices and/or instruct a student to 'open' a phone and sanction the student if he/she refuses. The school may also, at the discretion of the Principal (or Senior Staff acting on his behalf) confiscate the phone and open it upon reasonable suspicion of it being used for "cyber bullying". Information on criminal activity will be passed to the police.
- referral to the Vice Principal/Principal in the case of severe or repeated cases of bullying so that the young person displaying the bullying behaviour is excluded from the school community

Christine Clarke, Assistant Principal
November 2014