

Anti-Bullying Policy

Policy Holder:	Simon Davies
Approval Board:	Norfolk Academies
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Date of Approval:	Autumn Term 2018
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	The Review Period and Target Review Date refer to our internal policy review process. The published policy is current and is the most recent approved version.

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1. INTRODUCTION

- 1.1 Attleborough Academy Norfolk considers bullying to be an unacceptable form of behavior.

The purpose of Attleborough Academy's Anti-Bullying Policy is to encourage an environment where independence is celebrated and individuals can flourish without fear. Every student has the right to be safe and happy in the Academy and to be protected when he/she is feeling vulnerable.

2. DEFINITION OF BULLYING

- 2.1 Bullying is a deliberately hurtful act or series of acts which are intentionally repeated over time.

- 2.2 There are different sorts of bullying but the main types are:

Physical

Hitting, kicking or any unwanted physical contact. Taking or hiding belongings (including money).

Verbal

Name calling, teasing, insulting, writing unkind notes, including homophobic and racial comments and discrimination against faith.

Emotional

Being deliberately unfriendly, excluding, tormenting, spreading rumours.

Cyber Bullying

Use of communication devices and technology to cause distress and upset to somebody else (in or out of the Academy). This includes use of social networking sites.

3. POSSIBLE SIGNS

- 3.1 Students who are being bullied may show changes in behavior such as becoming shy and nervous, feigning illness or clinging to adults. They may show changes in their work patterns, may lack concentration or may even truant from the Academy.

4. ENCOURAGEMENT TO REPORT

- 4.1 It is important that we create an atmosphere in the Academy where students who are being bullied, or others who know about it, feel that they will be listened to and believed and that action taken will be swift but sensitive to their concerns.
- 4.2 Not reporting protects the bully or bullies and give the message that they can continue, perhaps bullying others too.

5. WHAT A STUDENT SHOULD DO

5.1 Students should:

- Not accept bullying inside or outside the Academy.
- Never become involved with anything to do with bullying.
- Not give bullies any encouragement – a student should show that they and their friends disapprove of a bullying behavior.
- Not make friends with bullies until they change their ways.
- Report to an adult or a Prefect immediately. We remind students that bullies rely on the fact that a student will be too scared to tell anyone because they know that their bullying will be stopped if they do tell.
- Report to an adult or a Prefect adult immediately if they see someone being bullied. The victim may be too scared to do it themselves. Bullying is not to be accepted anywhere and everybody must work together to stamp it out.

6. WHAT A PARENT OR CARER SHOULD DO

6.1 Parents or carers should:

- Reassure their child that they will do something about it.
- Contact the police or approach the bully's parents or carers if it happens outside of the Academy.
- Contact the Academy's Student Support Team if they have concerns about bullying.
- If bullying concerns continue, contact the Student Support Team again and the Assistant Principal for Student Support.

7. WHAT THE ACADEMY WILL DO

7.1 The Academy will:

- Always treat any incident of bullying seriously and will always take appropriate action.
- Ensure support is available for victims and culprits at any time.
- Promote Anti-Bullying Week every year.
- Report incidents of racial and homophobic bullying to the Local Education Authority.
- Inform the parents or carers of both parties (victim and culprit) about these incidents.
- Put in place sanctions for culprits. This could include isolations, internal and external exclusions.