



DROYLSDEN
Academy

Anti-Bullying Policy

1 Introduction

- 1.1 The aim of the Policy is to ensure that procedures are in place to challenge bullying effectively, to improve the safety and happiness of students, show the Academy cares and makes it clear to bullies that their behaviour is not acceptable. It is essential that students can learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when issues of bullying are addressed will students be able to fully benefit from all the opportunities provided by the Academy. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly, severely and effectively.
- 1.2 Bullying is defined as a deliberate attempt to hurt, tease, torment, threaten or frighten someone, repeated over a period of time, where it is difficult for those being bullied to defend themselves.
- 1.3 Bullying can affect all students including on the grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. We ensure differences are celebrated in our life skills and pastoral curriculum.
- 1.4 Bullying can be physical, mental and/or verbal in nature. It may be direct or indirect. The Academy recognises that bullying takes a number of forms and can include:
- Name-calling
 - Discrimination - including the use of racist, sexist or homophobic language
 - Excluding someone from a social group
 - Spreading rumours
 - Damaging the property of others
 - Cyber-bullying – sending bullying text messages or emails or posting hurtful comments about people on web sites or in chat rooms
 - Physical contact – poking, prodding, tripping for example
 - Threatening behaviour
 - Physical assault

Students who are being bullied may show changes in behaviour, such as:-

- Being frightened of walking to or from school
- Being reluctant to attend school at all
- Changing their usual routines
- Becoming withdrawn, anxious or lacking in confidence
- Finding it hard to sleep at night and being upset
- Feeling ill in the morning
- Having a smaller appetite
- Being less successful with school work and assessments
- Coming home with clothes torn or books damaged
- Having possessions damaged or going missing
- Asking for money
- Having unexplained cuts or bruises
- Becoming aggressive, disruptive or unreasonable
- Giving improbable excuses for any of the above

- Being afraid to use the internet or mobile phone/seeming nervous & jumpy when a cyber-message is received

If there is any concern over one or more of these factors indicating that bullying may be taking place then it is essential that this is reported immediately by:

- A student reporting these concerns in person to a member of staff at the Academy
- A parent reporting these concerns to staff in person, over the phone or in writing (including email)
- The use of our Droylsden Academy Report Tool (DART) which can be accessed via the school website and allows bullying to be reported (anonymously if necessary) from the perspective of a victim or a witness.

Any such report will be treated seriously and investigated.

1.5 Anyone may be at risk of being bullied, even an adult. The Academy also recognises that bullying often takes place outside of the Academy, but the fear generated has a significant effect on the right of each young person to feel safe at school equally, we recognise that students seldom admit to being bullied, as they are often afraid of reprisals.

1.6 Academy teaching and support staff must be alert to signs of bullying and act promptly and firmly against it in accordance with the Academy policy.

2 Responses to bullying

As a community, we recognise that bullying can become endemic unless a pro-active stance is taken. We therefore undertake to: Develop a whole 'Academy' approach by tackling bullying with the support of the healthy school programmes and multi-agency professionals.

We endeavour to:

- Supply all students with guidelines on bullying, which include how to report and provide a framework for support and advice.
- Address the topic at an early stage within the framework of our Tutorial programme to better equip young people to deal with the issues around bullying.
- Re-enforce the anti-bullying approach in other areas of the curriculum
- Ensure that adults in the Academy, teachers, teaching assistants, and support staff are aware of the issues, trained to recognise any instance of bullying and fully understand the mechanisms for dealing with cases reported to them.
- Always take any accusations of bullying seriously and act promptly.
- Always inform parents of all parties about any incidents; this may be in the form of a phone call, letter home, or inviting parents in for discussion of the situation.
- Always deal with such matters at a senior level and maintain scrupulous records of such incidents and action taken.
- Adopting a student led approach, we remain flexible in responding to situations, as each will be individual and thus unique.
- Remember that punishment does not necessarily cure a bully.
- Operate on the guiding principle that each young person at Droylsden Academy has the right to feel safe and secure
- To regularly consult students, parents and staff to gain an accurate picture of the degree of bullying within the Academy

- Identify vulnerable students in all year groups and provide support in raising their self-esteem and confidence

3 Strategies to Tackle Bullying

These are strategies that we have implemented in the Academy with the aim to: educate, mitigate and eradicate bullying in the Academy. Our strategies include:

3.1 Proactive

The main aim of this strategy is to put things in place to prevention of bullying

3.1.1 Whole school:

- Pastoral Program
- Assemblies
- Religious Studies and Life skills
- Embedded throughout the curriculum
- Staff duties to monitor social times
- Improve the environment i.e.: more activities at social times
- Adults modelling behaviour
- Anti-bullying competitions
- Character development opportunities to raise confidence and strengthen the Droysden Academy community

3.1.2 Additional Support:

- Connect club
- Learning support lunch area
- Learning support reviews
- LAC reviews

3.1.3 Peer -our student lead approach to tracking bullying:

- Diana Award: Anti bullying Ambassadors
- Diana Award Badges- Students can get badges from the Diana Award by developing the peer strategies within the Academy
- Student council

3.2 Reactive

3.2.1 These strategies are implemented after the incident with a view to prevent the bullying related behaviour from happening again.

3.2.2 Droysden Academy Behaviour Policy which can include:

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of Academy premises;

- Seclusion
- Community service
- Behaviour placement
- Short term fixed term exclusion;
- Long term fixed term exclusion;
- Permanent exclusion
- Apologies and restorative justice meetings
- Community service
- Meetings with PCSOs
- Meetings with parents
- Support and mentoring where there are underlying issue
- Ensure that any student that is involved with behaviour associated with bullying completes further work to help reflect, prevent and rehabilitate
- Governor Panel

3.3 Reporting of Bullying Related Behaviour

3.3.1 We wish to maximise the ways in which students can report bullying. We provide a number of different mediums to report to ensure every student feels comfortable to report bullying:

- Droylsden Academy Reporting Tool (D.A.R.T.)- Anonymous online reporting tool
- Staff: - Students are encouraged to talk to a member of staff they feel comfortable talking to. That member of staff has to pass it onto the relevant Year Manager
- Peer: Anti bullying Ambassadors are trained to report the issue to a member of staff, which can in turn be brought to the attention of a Year Manager.

4 When an incident has been reported

4.1 Staff will take the following steps when dealing with incidents:

- If bullying is suspected or reported, the incident will be reported to the year team who will ensure it is addressed.
- The year team will conduct an investigation into the incident(s). Statements and accounts are to be taken from students involved.
- The incident must be recorded on CPOMS.
- When the investigation is concluded a decision on sanctions will be made by the year team and monitored by the Reorientation Behaviour Manager to ensure a consistent approach.
- The year team will keep parents informed of the outcome of the investigation and the decisions that have been made.
- Year teams to work with parents if there are any further concerns or anxiety around bullying
- A week after the incident is recorded on CPOMS, the Reorientation Behaviour Manager will contact the target of the bullying behaviour to see if they are happy with the outcome, and that there have been no further incidents and if there is any additional support needed with any peer issues.
- The Reorientation Behaviour Manager to contact the Year Manager, within two weeks, to see if there have been any further issues with all the students involved.

4.2 Recording and Monitoring:

Reviewed: Every 3 Years
 Next Review Date: March 2024
 Person Responsible: Deputy Headteacher
 Approving Body: Headteacher

- It is vital that all social and peer issues are logged on CPOMS in order to track Issues with students and identify any patterns.
- Droylsden Academy will conduct half termly review of CPOMS data and create a report on bullying related behaviour to inform our future planning.
- The Reorientation Behaviour Manager to contact year teams with the results and actions from the report.
- The Year Manager to monitor students that have been involved in bullying.
- The target of bullying behaviour to be contacted within a week of the incidents, to ensure that there have been no further incidents, their feedback recorded and acted on if needed.