



Ark Boulton
Academy

“Growing together, reaching higher”

ANTI – BULLYING POLICY

March 2020

POLICY INFORMATION

Named personnel with designated responsibility for

Academic Year	Designated Senior Person	Deputy Designated Senior Person	Nominated Governor	Chair of Governors
2019/20	Daniel Richards			Julie Griffiths

Date of last review:	March 2020	Review period:	2 Years
Date of next review:	March 2022	Owner:	Daniel Richards

Policy Review Dates

Review Date	Changes Made	By Whom
November 2016	Policy created	Julie Griffiths
June 2017	Policy reviewed	Patrick Horner
March 2020	Policy reviewed	Daniel Richards

Ratification by LGB

Academic Year	Date of Ratification	Chair of Governors
November 2016		Julie Griffiths

Dates of staff training for this academic year (if applicable)

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1. GENERAL STATEMENT

Please note, this guidance should be read and implemented in accordance with the Behaviour Policy.

The academy places high importance on creating and maintaining a happy, safe learning environment for all students. It is expected that staff respond to all reports of bullying in a sensitive and swift manner. Students are reminded regularly that Ark Boulton Academy has a culture of communication and disclosure. In line with DfE Guidance **Preventing and tackling bullying** (2017), we recognise that SEND students are especially vulnerable to being bullied, and that they can also be the instigator of bullying.

At Ark Boulton Academy we do all we can to ensure that SEND students can, and do, report incidents of peer-on peer abuse. We provide them with the same advocacy, advice and support afforded to all students in our school.

All evident bullying will be dealt with by the teacher immediately. If it is a first offence and relatively minor, the student will be reprimanded. This will be passed on to the Head of Year (HOY) and logged on to the system. If the offence is repeated or it is a more serious first offence, a referral should be made to the HOY.

Ark Boulton also addresses the issue of bullying through other channels:

- PSHCE.
- Code of Conduct.
- Suggestion box in the library and anti-bullying box outside the pastoral office.

2. CYBER BULLYING

Cyber bullying is bullying through the use of communication technology like mobile phones, text messages, emails, social media, or websites. This can take many forms, for example:

- Sending threatening or abusive text messages or e-mails, personally or anonymously.
- Making insulting comments about someone on a website, social networking site (e.g. Facebook) or online (blog or YouTube).
- Making or sharing derogatory or embarrassing videos of someone via mobile phone or email (such as 'Happy Slapping' videos).

Sexting is the sending and receiving of sexually inappropriate images or messages using a mobile phone or the internet. It is illegal for children under the age of 16 to do this and will be referred to both the police and social care. An investigation will be undertaken and appropriate action taken.

It is illegal for a student to retain a sexually inappropriate image of another student and show it to other students. Again, this will result in a referral to the police and social care. It is likely that any student doing this will be excluded for a fixed period.

Harassment may be defined as any hostile or offensive act or expression by a person against another person who interferes with the peace and security of that person, makes them fear for their safety, or reduces their quality of life.

Implicit in our ethos as an academy is the fact that we believe we are all equal regardless of race, colour, culture, gender, sexual orientation or religion. The ethos of the academy

therefore fosters the spirit of regard and respect for each other. As an educational establishment we also recognise that learning and growth can only take place when students and staff have the self-confidence, well-being and security that comes from being fully valued and respected and from experiencing equality of opportunity. Harassment has no place in our community and will not be tolerated.

Harassment may present itself in the following ways:

- Physical assault because of race, colour, culture, gender, sexual orientation or religion.
- Derogatory name-calling, insults and jokes.
- Offensive graffiti.
- Provocative behaviour such as the wearing of racist badges or insignia.
- Bringing offensive materials such as leaflets, comics, and magazines into the academy.
- Verbal abuse and threats.
- Incitement of others to behave in an offensive way.
- Attempts to recruit other students to certain organisations and groups.
- Ridicule of an individual for cultural differences, e.g. food, music, dress, etc.
- Refusal to co-operate with other students because of race, colour, culture, gender, sexual orientation or religion.

3. PROCEDURES FOR DEALING WITH HARASSMENT

All racist behaviour and any other form of harassment is totally unacceptable and will be dealt with in the following ways:

- Reported to Head of Year and Director of Culture and Ethos.
- Recorded in the e-portal behaviour log as harassment.
- Full reports to both victim and perpetrators parents/carers.

Victim Support: The academy will take steps to comfort and support any student who experiences harassment. The actions taken to deal with the offender will be explained and the attitude of the academy towards such behaviour clearly stated. The victim will be given the opportunity to express her/his own concerns and feelings, and counselling will be provided where necessary. In serious cases the academy will arrange a meeting with the parents of the victim to explain the action taken and to discuss the matter with them.

In order to further promote an environment which celebrates racial, cultural diversity and mutual respect the academy will:

- Ensure display reflects its racial diversity and recognises religious and cultural diversity.
- Challenge any racism within the classroom.
- Challenge racism in books, materials and comments in written or spoken form.
- Take care that students do not have access to racist materials via their use of ICT in the academy.
- Encourage students to share and celebrate their cultural experiences through the curriculum.

4. VIOLENT BEHAVIOUR

The academy operates a no physical contact rule. It is made clear to all students that physical contact of any nature will not be tolerated. Incidents of physical contact will be dealt with immediately, logged on e-portal and parents will be informed, if the student's HOY decides it is necessary.

Ark Boulton will not tolerate the use of physical violence to resolve any situation or conflict and provocation is not seen as justification for violent behaviour.

Procedure for dealing with fights: The member of staff who first attends to the incident should:

- Ensure that the students are checked to confirm that they do not need medical attention.
- Remove them to a quiet area and keep them isolated from each other.
- Inform the HOY or if not available, the Director of Culture and Ethos or SLT.

The parents of students actively involved in violent incidents should always be informed. If initially contacted by telephone this should always be followed by a letter. A copy of this letter should be placed on the students' file. A formal warning should be given to the students who have been violent and also to those who have incited such violence. This should be recorded in the e-portal Behaviour Conduct Log and in the students' file.

Action should be taken to prevent reoccurrence. The seriousness of the incident may lead to a fixed terms exclusion or permanent exclusion straight away.

If the same student is involved in another violent incident a fixed term exclusion from the academy should be considered. Parents should be called to the academy even if the decision is not to exclude.

Details of all such incidents with dates, and copies of all letters should be placed on the students' file.

