

Anti-Bullying Statement and Policy

Introduction

1. Chapelton Academy is committed to providing a supportive, friendly and safe environment for its staff and students. This policy and statement outlines the Academy's approach to the issue of bullying of students. Where staff or volunteers feel threatened or bullied, they should consult the staff code of conduct and the staff *Discipline and Conduct* policy, which provides further details on the recourse that may be had.
2. The Academy also understands its responsibility under the Independent School Standards Regulations 2010 to ensure that an effective anti-bullying strategy is drawn up and implemented. This statement incorporates the Academy's strategy.
3. This policy should be read in conjunction with the Academy's other policies, specifically in relation to students:
 - a. *Exclusions and Appeals*
 - b. *Safeguarding and Child Protection*
 - c. *Behaviour, Discipline and Rewards (which includes the Student Code of Conduct)*
 - d. *Complaints Procedure*
 - e. *E-Safety*
4. The Academy's atmosphere will be one where students who are being bullied or who know of bullying taking place are listened to. Action will be swift and effective, but sensitive to the concerns of the parties involved.
5. All staff have a duty to challenge any bullying or harassment which occurs in their lesson, enrichment or which they witness at the Academy. Other students are also encouraged to report incidents which they witness.
6. Any form of bullying or harassment will not be tolerated and all students are encouraged to inform staff at the Academy if they are being bullied or harassed or if they are aware of others being bullied or harassed. In this way members of the Academy can feel confident that there are procedures which will be implemented.

7. This policy and the Academy's policy on e-safety is highlighted to students as part of their induction.
8. The Academy recognises its duty under Equalities legislation and specifically under the Equality Act 2010 to
 - a. eliminate unlawful, harassment and victimisation within its community within the meanings given in the Equality Act 2010 (sections 13-25, 26 and 27 respectively)
 - b. advance equality of opportunity between people who share a protected characteristic and people who do not share it
 - c. foster good relations between people who share a protected characteristic and people who do not share it
9. Indeed, it is central to the Academy's approach for staff to discuss issues of difference (through the Academy's tutorial system and the curriculum) such that students can develop morally, socially, culturally and spiritually. This approach will go some way to preventing bullying in the first place.
10. Bullying is defined as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. This can include cyber-bullying (which is defined as bullying using any electronic means, for example mobile phones, social networking etc.)
11. Incidents of alleged bullying and harassment may vary from "teasing" to serious violence and intimidation.
12. In the event that bullying occurs, the Academy's focus will be solving the problem – i.e. finding a solution to the problem which will stop the bullying recurring. Informal conflict resolution procedures are preferred in the first instance, if appropriate.
13. Where the nature and seriousness of the complaint are such that informal action would be inappropriate, the Formal Procedure will be followed.

Anti-Bullying: Procedures

14. Informal Procedures:

- a. Challenge the Behaviour: Anyone who feels as if they are being bullied should ask the perpetrator to stop and explain why this behaviour is unacceptable. If this does not lead to a satisfactory outcome or is not possible in the first instance, an appropriate member of staff should be told, possibly the student's Tutor.
- b. Investigation: The incident will be investigated and appropriate action will be taken. Action will focus upon finding a solution to the problem and stopping recurrence of the behaviour or related behaviour. A member of the pastoral team (i.e. a Tutor) will record the student's account of the bullying and liaise with the (Deputy) Head Teacher. Where cyber bullying is involved, a copy of electronic evidence should be included, if possible. A course of action will be agreed which is sensitive to the concerns of the victim and the circumstances of the situation.
- c. Mediation: It may be appropriate to organise a meeting between the parties, mediated by a third party (a Tutor or the Deputy Head Teacher), especially if a counter-complaint is alleged. The cause of the conflict should be identified and the reaching of a universally agreed solution should be encouraged. Where mediation is not appropriate, but the matter can still be dealt with informally, the (Deputy) Head Teacher will speak to the alleged bully.
- d. Advice and Support: The student's Tutor will provide advice and support for as long as the recipient needs it, including referral to the Academy's counsellor or access to external organisations if required. Similarly, a behaviour action plan for the alleged offender(s) will be drawn up by the student's Tutor if appropriate. **Where there is a reasonable cause to suspect that a child is suffering, or is likely to suffer significant harm, such an incident is likely to be a child protection concern. In such a case, school staff should report concerns to the Local Authority's Social Care. Further details on Child protection matters are detailed in the Academy's Child Protection and Safeguarding policies.**

15. Formal Disciplinary Procedures:

- a. If the alleged bully refuses to modify their behaviour (or if having agreed, fails to do so), or if the conduct is such that the informal disciplinary procedure is not appropriate or if retaliation or victimisation occurs, then the matter will be

dealt with immediately under the Academy's disciplinary procedures (see above and the Academy's Exclusions and Appeals policy).

16. Record Keeping

- a. In all cases of confirmed bullying (including those where the informal procedure is used) a log of the incident, action taken and the result will be kept by the (Deputy) Head Teacher. Where a complaint is upheld the Tutor should monitor the situation.

Signed by *A Jaffer & AWright*

Agreed by TGB – ***April 2016***

Reviewed by	Temporary Governing Body
Last Reviewed	<i>April 2016</i>
Adopted by TGB	<i>June 2016</i>
Next Review	<i>April 2018</i>