

CITY OF LONDON ACADEMY
ISLINGTON

WHERE STUDENTS SUCCEED

Anti-Bullying Policy

ANTI-BULLYING POLICY

Aim

The Academy will provide a safe and challenging environment in which each member of the school community (students and staff) is valued, irrespective of ability (either mental or physical, culture, gender, social background, home circumstances, races, religion or sexuality).

With these aims the Academy is committed to creating and maintaining a working atmosphere in which all students feel safe and valued, as we recognise that students only learn effectively when they feel safe. This includes ensuring that we do everything possible to ensure that bullying of all types does not take place on the school site and respond quickly and effectively when it does.

What does the Academy think about bullying?

Everyone at the Academy agrees that bullying is unacceptable behaviour and should not happen. Everyone is entitled to the respect of others. The Academy wants to promote respect for others and a caring atmosphere.

Roles and responsibilities

The **Principal** has overall responsibility for the implementation of the policy and will liaise with Academy staff, the governing body, parents/carers and outside agencies.

The **Vice Principal** with specific responsibility for anti-bullying will:

- Develop and review the policy, involving staff, governors, parents/carers and related agencies;
- Implement the policy, and monitor and evaluate its effectiveness in practice;
- Ensure that evaluative feedback informs the policy review;
- Manage the reporting and recording of bullying incidents;
- Assess and coordinate training and support for staff and parents/carers where appropriate;
- Coordinate strategies for preventing bullying behaviour.

Heads of Year are responsible for:

- Managing bullying incidents;
- Ensuring that the **Pastoral Support Manager** and **tutors** follow anti-bullying protocols.

Definition of bullying

The Anti-Bullying Alliance defines bullying as *“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.”*

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent if it fulfils all other descriptions of bullying, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved.

How to Recognise Bullying

Bullying can take various forms including:

Forms of bullying	Examples
Physical	Hitting and kicking
Emotional or verbal	Name-calling, taunting, mocking, making offensive comments, harassment, excluding people from groups, threatening and coercion, gossiping and spreading hurtful and untruthful rumours
Cyber-bullying	Inappropriate text messaging and e-mailing, sending offensive or degrading images by phone or via the internet
Damage to property	Lunches or books, theft or producing offensive graffiti
Constant low level/minor activity	Nudging when working, items knocked on the floor, deleting/damaging work on the computers

Specific types of bullying include bullying related to:

- Race, socio-economics, religion or culture
- Special educational needs or disabilities
- Appearance or health
- Young carers, looked after children or to children due to other home related circumstances
- Sexist or sexual bullying

There is no hierarchy of bullying – all forms should be treated with equal seriousness and dealt with appropriately.

Bullying can take place between:

- Young people;
- Young people and staff;
- Members of staff;
- Individuals or groups.

Staff and students should be aware that:

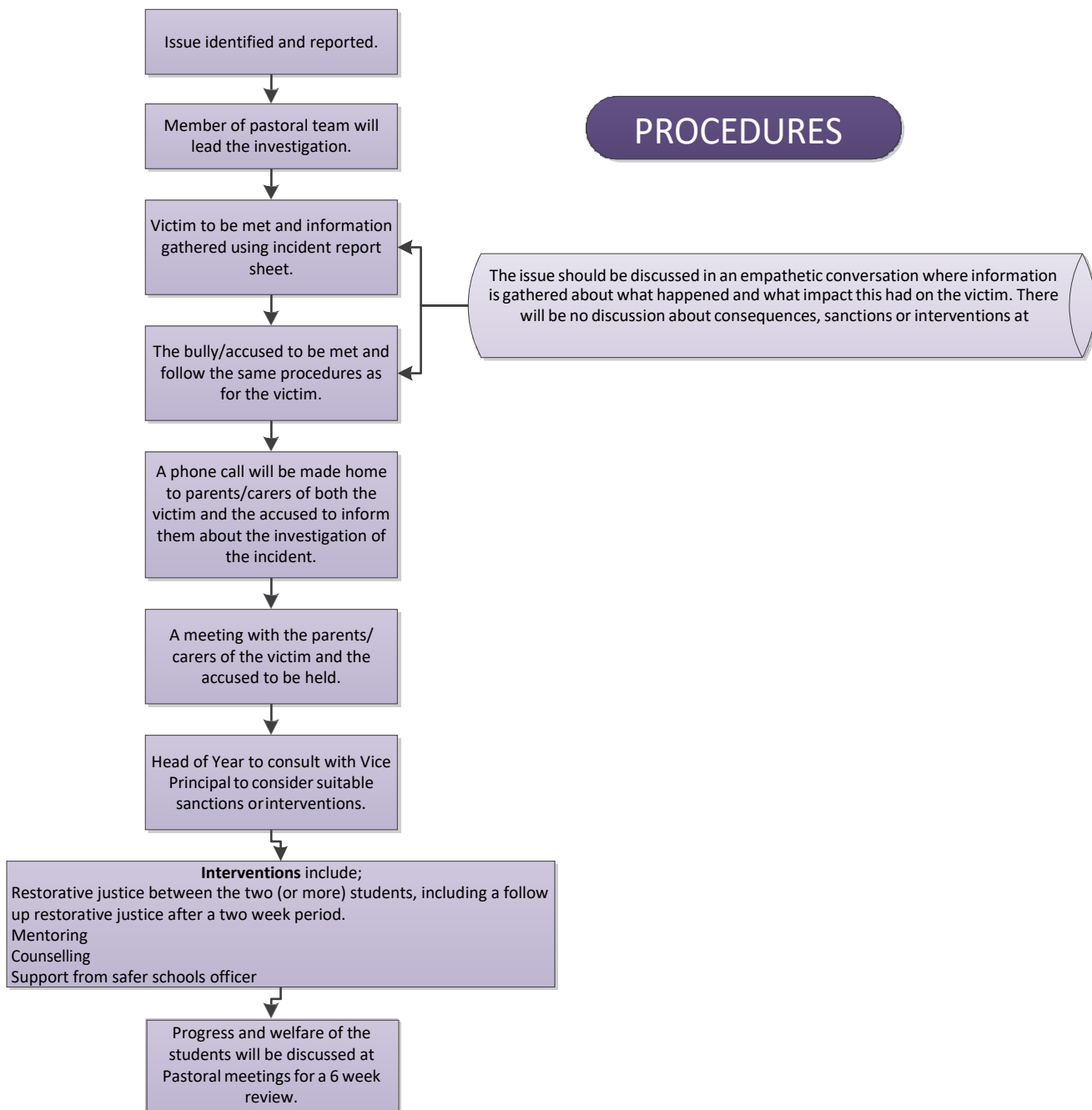
- Bullying is usually deliberate, hurtful behaviour;
- Bullying is often repeated over a period of time;
- It is difficult for victims to defend themselves against bullying;
- The bully may find it difficult to learn new social skills;
- The bully often exercises inappropriate power over his/her victim.

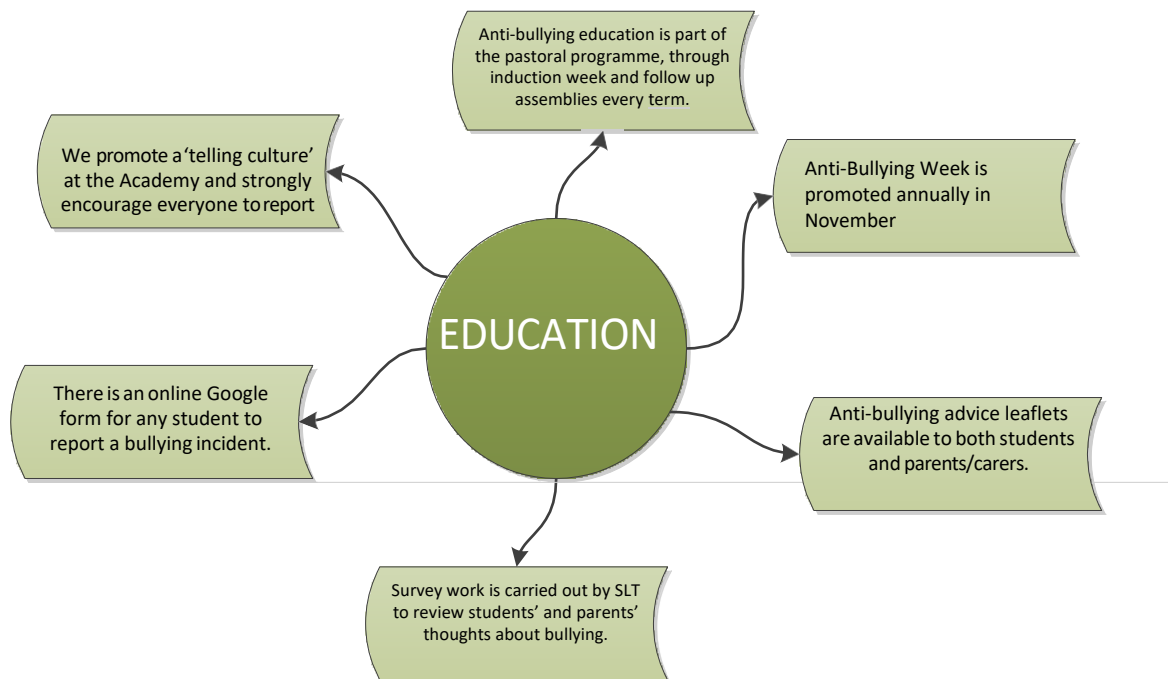
The Academy's response when a student is being bullied

Students who bully others will be dealt with in a serious way, and in line with Academy's policy on sanctions. Usually, students who bully others will be given a chance to improve their behaviour, after the seriousness of the behaviour is explained to them and their parents. If the bullying behaviour continues, internal or external exclusion is used as a sanction, depending on the nature of the bullying. All incidences of bullying will be placed on student files.

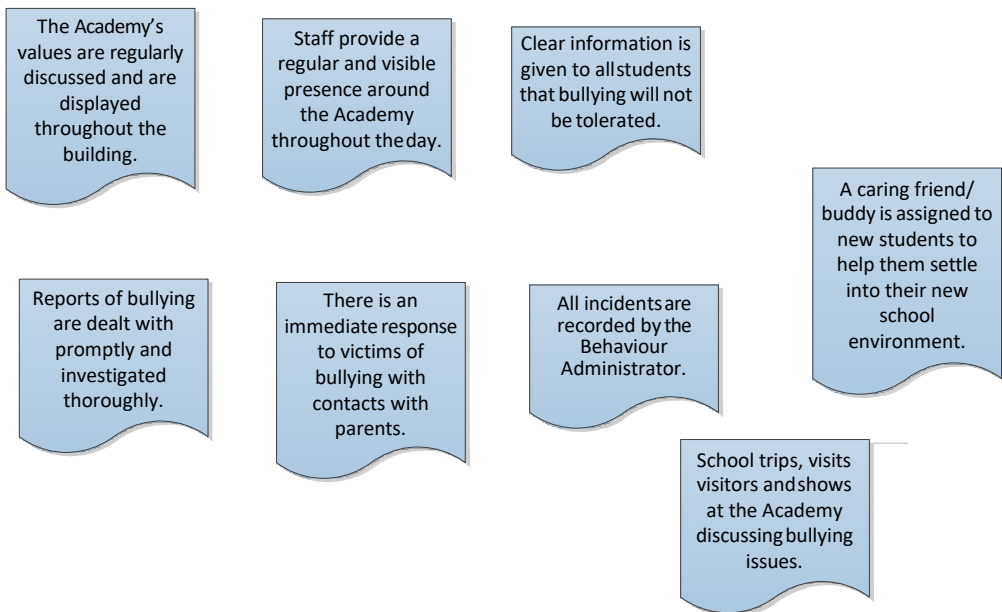
We will endeavour to create a secure atmosphere through education, intervention, monitoring and evaluation. As part of our ongoing commitment to the safety and welfare of our students we at the Academy have developed the following strategies to promote positive behaviour and discourage bullying.

PROCEDURES





INTERVENTION



Guidelines for All Staff and Other Adults

- Always take complaints about bullying seriously.
- Tell students that bullying is totally unacceptable.
- Address bullying incidents positively and be proactive in investigating all reports of bullying.
- Report incidents to the Vice Principal, Heads of Year and Pastoral Support Managers.
- Watch out for intimidation, both in and out of lessons. This can be physical but sometimes discreet.
- Although we disapprove of bullying and will punish those who bully, we must also ensure that the bully is helped to make changes to his/her behaviour and is re-integrated into our school community.

Guidelines for Heads of Year and Pastoral Support Managers

- Remember that the victim of the bullying may need counselling and support.
- It may also be necessary for the bully to receive counselling and support after an incident is reported.
- Parents of all students involved should be contacted as soon as possible.
- The school policy on bullying should be clearly explained to **all** involved, including parents.
- The involvement of external agencies – Education Welfare Service, Educational Psychologists, Safer Schools Officer and keyworkers should all be considered.
- Heads of Year and Pastoral Support Managers should inform all staff when serious bullying has taken place so that subject teacher can adjust their seating plans accordingly.

Guidelines for Students

- It is important that students are able to see the difference between simple fallouts or misunderstandings and bullying.
- If something happens once, it may not be bullying but it **is** bullying if it occurs over days, weeks and months.
- **Students must tell someone** if they are being bullied as there are lots of people that students can talk to if they have a problem. These include a friend, a parent/carer, any teacher, tutors, Heads of Year, Pastoral Support Managers, teaching assistants or office staff.
- If students are being bullied, or want to report somebody else being bullied, and do not feel they can talk to someone face-to-face, they should use the online bullying reporting form using this link:

<https://forms.gle/4TS1656EXrHdWr9s8>

Useful websites for more information on anti-bullying

- www.anti-bullyingalliance.org
- www.antibullying.net
- www.bullying.co.uk

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