



Anti-Bullying Policy

What is bullying?

“Behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group, either physically or emotionally”. (DfE definition)

“The repetitive intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power” (Anti-Bullying Alliance)

We aim to:

- provide an orderly, caring learning environment for all
- encourage care and respect for all members of the Academy community
- encourage respect for other people’s space and property at all times
- uphold the right to safe teaching and learning
- ensure the safety and respect of the individual at all times
- act upon and punish any evident bullying

Types of bullying:

The following examples clearly show what Looe Community Academy means by bullying. This list has been put together by all members of the Academy community in order that all its members may be in no doubt as to what bullying means:

Physical violence

Taking others’ property without permission	Unwanted physical contact
Graffiti against others	Encouraging fighting Group pressure Name-calling
Silent pressure	Sarcasm
Fighting	Intimidating behaviour
Heckling	Making fun of someone
Teasing	Refusal to sit next to someone
Invading privacy	Spreading rumours
Standing by and watching bullying	Threatening for money
Sexual harassment	Tripping someone up
Homophobia	Nasty jokes about someone
Frightening another person	Ignoring or excluding someone
Shouting at someone for no reason	Disability harassment
Making fun of others’ ability levels	Racism

Making fun of appearance

Nasty text messages

CyberBullying (all areas of internet, email Mobile phone harassment and internet chatroom misuse)
– through malicious calling

Mobile threats by text messaging, filming without permission and calls

Extortion-demanding money

Misuse of associated technology ie: /goods with threats camera and video facilities including
Deliberate damage to those on mobile phones others' property

Action to Prevent Bullying:

Our policy and guidelines aim to promote anti-bullying, to establish effective procedures to identify and deal with bullying incidents, to create a climate of trust and disclosure, with support for the victim and the bully.

Looe Community Academy will not tolerate any form of bullying and we will do our utmost to foster a community where such behaviour is unacceptable to all of us.

We will continue to implement anti-bullying strategies for students, carers and staff, both within the curriculum and the Academy community. These are:

1. Personal, Social, Health and Citizenship Education (PSHCE) lessons, assemblies and other subject input throughout the 5-year curriculum will reinforce the anti-bullying policy.
2. The definition and guidelines for acceptable student behaviour are displayed in every classroom and around school.
3. Clear guidelines for dealing with bullying incidents, including support strategies for students, carers and staff. This could include support programmes for re-educating the bully after or as part of any suitable punishment.
4. Peer led student mentoring, support and mediation through the "Prefect", "Buddy" and "Peer Mentor" programmes.
5. In lessons, forward planning should aim to achieve social inclusion of all pupils by careful seating plans and management of groups.
6. To develop more designated "quiet" social areas as well as play areas within the school environment.
7. Continued monitoring of student concerns to get more information to act upon e.g. via surveys, SIMS recorded trends etc.
8. Developing liaison with primary schools and links with outside agencies. 9. To monitor and actively participate in the appropriate victim support schemes as required by the local authority.

Bullying Incidents Student Guidelines:

1. All reported bullying incidents will be recorded and investigated with the full support and respect for the victim's wishes.
2. All disclosure will be treated with respect and confidentiality.
3. If a student is being bullied in the classroom, they should inform the member of staff, who will record the incident, the action they have taken and identify further action if necessary.
4. If students are bullied anywhere around the Academy (e.g. toilets, changing rooms, playground, corridors), they should tell the duty staff or another adult immediately.
5. If at any time, there is no one to report to, students should not hesitate to contact their tutor, leader of year or a senior member of staff. If a student is not happy with the first adult response, they should not be afraid to contact another adult within school.
6. If a student feels they cannot talk to any of these people, he/she could possibly get a friend to help, or to help on their behalf through the "Prefect", "Buddy" and "Peer Mentor" programmes".
7. Of course, a student may prefer to tell their parents or carers and ask them to contact the Academy, in confidence.
8. The Academy can arrange for a student to speak to a trusted adult outside of our establishment if they so wish.
9. Bullying after, or to and from, school will not be tolerated and liaison with police will be followed if deemed necessary e.g. travelling to and from school, bus behaviour, cyber bullying, behaviour during sports games with other schools.
10. If bullying involves social media or texts then the student should be encouraged to share the evidence with staff so that action can be taken. If this takes place outside of school then the parents would be advised to support their child in blocking the contact and sending a message to break off contact. If messages persist then the police should be notified through 101 or ALL students will be encouraged to realise that failure to notify staff of bullying incidents, or just watching, is really condoning and even encouraging bullying and that through such actions may themselves be seen as contributing to bullying.

Dealing with more persistent bullies:

Where pupils do not respond to preventative strategies to combat bullying, the SLT will take firm action to deal with persistent and violent bullying. Sanctions might include:

- i. detentions
- ii. anti-bullying contracts
- iii. withdrawal of break and lunchtime privileges
- iv. withholding participation in any school trips or sports events that are not an essential part of the curriculum
- v. internal exclusion (behaviour reflection room in the behaviour policy)
- vi. suspension
- vii. managed move to another school
- viii. permanent exclusion – where serious violence and/or persistent serious bullying is involved Permanent exclusion for serious and persistent bullying will be an exceptional event.

Monitoring:

All incidents of bullying will be recorded on Satchel One.

In the case of bullying related to protected characteristics these will be logged as appropriate with Cornwall County Council.

The Governors will monitor the effectiveness of this policy, reviewing bullying statistics at the Local Governing Committee.