



United Learning Trust
The best in everyone™

SHOREHAM ACADEMY

Bullying action policy written for students and staff

From September 2010

Next revision 2012

Context

Students with the aid of staff wrote this new policy. It was ratified by parents and the Student Council before becoming whole school policy. Its revisions were also the subject of student council input.

It is meant to be more than just a written document. In essence, it is about what bullying means to us at Shoreham Academy and how we tackle it.

Bullying is not tolerated at Shoreham Academy and clear procedures are in place to tackle any bullying that is evident.

THE SHOREHAM ACADEMY DEFINITIONS OF BULLYING

Bullying is...

Where someone is being singled out and tormented. It is frequent, deliberate and repetitive over a period of time. It can be verbal, physical or cyber.

Friendship issues are.....

When you fall out with a friend/s, this might be for a lesson or a day or two. There may be some name calling or some backstabbing. If this starts to escalate and becomes prolonged and sustained then this would be bullying

Anti- social behaviour.....

This is behaviour that lacks regard for others. This is indiscriminate (you are not targeted for who you are). It can include throwing of food, blocking corridors and knocking into people.

Our feelings

Below are some of the key words/thoughts with reference to what it **feels** like to be happy or not in school.

Happy in school:

- Not in fear
- No one judges
- Relaxed
- Focus on work
- Not paranoid
- Look forward to being with friends
- Laugh
- Confident
- High self esteem
- Respect for teachers

Not happy in school:

- Frustrated
- Upset
- Why me?
- Worried
- Feel pathetic
- Effects life outside school
- Scared
- Suicidal

Which one are you?

Below are some keywords/thoughts with reference to the **Bully** and the **Victim**

The Bully:

- Wants power
- To look big
- Not happy in themselves
- Victims themselves
- “The not-so innocent bystander”
- Peer pressure – easily led
- May hate themselves
- Expressing their feelings
- For fun
- They have emotional problems
- Taking their insecurities out on others

The Victim:

- Isolated
- No one to talk to
- Everything taken away
- Low self-esteem
- Negative
- Takes away the positive
- Becomes normal/routine
- Unfair
- Fear of being a ‘grass’

What Shoreham Academy believes in and does

Shoreham Academy embraces the Every Child Matters (E.C.M.) agenda. We strongly support the five key outcomes every child should be able to achieve. Therefore, the 'Stay Safe' outcome cannot occur for every student if they are the continued victims of bullying. To this effect, we will not condone bullying and have set up robust measures to deal with any issues should they arise.

It is our aim for every child to feel safe and happy. We believe that prevention is better than cure; therefore students will be educated about 'bullying issues' through our extensive PSHCE/Citizenship curriculum, assemblies and mentor time. We also support the national 'anti-bullying' week.

What we tell our students about bullying

- a) Everyone has a right to be safe and feel safe
- b) No one needs to 'put up' with being bullied
- c) It is not your fault if you are bullied
- d) Ask for help!
- e) Never give up – if the bullying does not stop, continue to get help and support

Support for the victim

Students are encouraged to seek support. No-one should suffer in silence. This support needs to be easy to access.

1) Bullying Support Website – Go to the Shoreham Academy Website and click the "Students" tab

- This contains the email links and text numbers of the dedicated bullying "hot lines" This means students can ask for support confidentially.

The Doyle text number is **07517 687188**

The Kipling text number is **07517 687178**

The Wells text number is **07519 539610**

The Doyle email is **Bullyingdoyle@shoreham-academy.org**

The Kipling email is **Bullyingkipling@shoreham-academy.org**

The Wells email is **Bullyingwells@shoreham-academy.org**

These will get through to the Pastoral Managers who will deal with the situation professionally and swiftly

- 2) Mentors – Your mentor is there to talk to. If you have any worries about bullying they will find the time to talk to you, passing any key information on to Pastoral Managers
- 3) Pastoral Managers are the key to ensuring the pastoral care and safety of all students. They are welcoming and approachable. They will ensure you are listened to and the appropriate action taken
- 4) All staff have a duty of care to pupils.
- 5) Buddies – We often pair up students who feel bullied with an older buddy. They take care of their buddy and give them their confidence back
- 6) Counselling – our fully trained counsellor will listen to your worries and guide you through this difficult time

All incidents of bullying are recorded on the SIMs system. This allows the Academy to keep a log of all incidents.

What about the Bully?

There is a multitude of ways to deal with a bully. Below are 7 ways that we mainly adopt in these cases:

1) No Blame Approach

Instead of reprimanding the bully and potentially escalating the problem, this concept centres on getting the bully and his/her peers to think about their actions and work on how to improve the situation. It is a problem solving-based technique. In some cases both 'parties' may be involved in the discussion.

2) Internal exclusion

A student involved in severe bullying may be sent to the Internal Exclusion Room for 2 days to reflect on their behaviour.

3) Bully Work Shop 'Avoidance' Class

Here, the bully is invited to complete a series of well-known resource-based activities. The focus is on getting the student to realise the impact their actions are taking.

4) Meeting with Parents/Writing Home

The issues are discussed with the parents of the bully asking for their parental support.

5) Restorative Justice

This approach allows the bully to assume active responsibility for their actions. This is carried out by our PCSO.

6) Acceptance Behaviour Contracts (A, B, C)

The bully will be asked to sign up to an ABC that centres on bullying type behaviour. Our PCSO and PM's conduct this

7) Involvement of the Senior Leadership Team

If the bullying is severe and prolonged or repeated over a period of time, the senior team will have to take action that may include excluding the pupil from school. In some cases this may be permanent.

