



**Ark Victoria
Academy**

“Ambitious, Resilient, Kind”

ANTI – BULLYING POLICY

**September
2019-2021**

Date of last review:	September 2019	Review period:	2 Years
Date of next review:	September 2021	Owner:	H Brom

POLICY INFORMATION

Named personnel with designated responsibility for

Academic Year	Designated Senior Person	Deputy Designated Senior Person	Nominated Governor	Chair of Governors
2020/2021	A Brown	K Bailey		David Gould

Policy Review Dates

Review Date	Changes Made	By Whom
September 2021	Policy reviewed	A Brown

Ratification by LGB

Academic Year	Date of Ratification	Chair of Governors
December 2019		David Gould

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

Academic Year 2016/17		
Date	Course Title	Staff

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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 Victoria Academy has a culture of communication and disclosure.

All evident bullying will be dealt with by the pastoral team swiftly and effectively. If it is a first offence and relatively minor, the student will be reprimanded. This will be passed on to the Student Support Leader (SSL) and by this being logged on to the behaviour module.

SSLs or Pastoral Leaders review behaviour logs regularly and consider the:

- Seriousness of unique incidents
- The emergence of patterns
- Escalation of behaviours

The aims and objectives of the academy in relation to bullying are to:

- Ensure all students, teachers and parents know that bullying will not be tolerated.
- Ensure clarity and agreement about what is and is not bullying.
- Ensure whole school awareness of the rights and responsibilities of all pupils with regard to bullying.
- Involve all members of the school, staff and pupils in helping to prevent bullying and to confront it when it occurs.
- Encourage pupils to report instances of bullying.
- Ensure that all pupils, parents and staff know what preventative steps the school takes and how these are implemented.
- Ensure all pupils, staff and parents know the procedure to follow when bullying occurs.

In dealing with bullying we aim to:

- Eliminate the bullying itself.
- Support the victim by resolving the problem and by building up his/her self-esteem and where appropriate developing strategies to avoid bullying.
- Bring the perpetrator to realise the unacceptability of his/her behaviour and the consequences should it continue.
- Investigate the cause of the bullying behaviour and where appropriate work with him/her to modify his/her behaviour.
- Reconcile the perpetrator and the victim.

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

- Our Character development Programme:
 - The Virtue Curriculum
 - The explicit teaching of the dispositions of Vitrues such as: courage, compassion, honesty and justice
 - The collective assembly programme – sharing and exploring moral themes including justice, compassion, courage etc.
 - Rights and Responsibility days: dedicated curriculum days focusing on current issues for young people, the rule of law, democracy and how to keep individuals safe. For example LGBT+ rights, SRE and respectful relationships and the principle of consent.
- The Academy's Code of Virtuous Conduct.
- High profile and well publicised pastoral structure (“Who can help?”) in the key to success and around the academy.
- Dedicated student support leader for each year group.
- Academy Counsellor
- Academy Nurse
- SHARP system for online referrals/help – available 24 hours daily all year round.

Through character development and education we will focus on:

- Clarifying and defining what is and is not bullying, raising awareness of the difference between disputes, endings of friendships and bullying behaviour.
- Cyber bullying as part of E-safety.
- Encouraging zero tolerance of bullying behaviour, encouraging a sense of social responsibility and the courage to speak out when necessary, and ensuring pupils know what they can do if they or someone else is being bullied.

Form tutor time will be used to discuss further what is and is not bullying, and what students feel could or should be done. Work and ideas emanating from these lessons will be fed into the system to inform and add to the strategies already being used. Student Support Leaders will be trained in reconciliation techniques to ensure that issues of bullying can be properly aired and addressed within the lessons.

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).
- Making use of social media, or similar platforms, to target individuals/groups. Using aggressive, derogatory and/or threatening language designed to intimidate or incite others to intimidate another individual or group of individuals.

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 services.

An investigation will be undertaken and appropriate action taken including the seizing of personal devices. Personal devices will be searched by a responsible person (the DSL/DDSL) to establish if there are inappropriate images/content on the device which could compromise the safety, welfare and wellbeing of the student who owns the device and/or other students.

In the event an investigation uncovers involvement of students not attending Ark Victoria the DSL at the relevant organisation will be contacted.

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 services. 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, wellbeing 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, gender identification, sexual orientation, religion or faith based.
- 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, gender identification, 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 via the pastoral team to Vice Principal: Culture, Ethos and Welfare
- Urgent and effective steps to taken safeguard the victim and bring the harassment to an end. These will be proportionate and fair based on the case in question.
- Restorative work between victim and perpetrator after rehabilitation work has taken place with the perpetrator.
- Recorded in the behaviour module as harassment/bullying and logged on Safeguarding Monitor for tracking and reporting.
- Full reports to both victim and perpetrators parents/carers.

4. 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 serious or cases of repeat offences the academy will seek to reach alternative arrangements for the perpetrator's educational provision. This may include internal alternate provision, managed move to another school, alternate educational provision with an approved provider. In the most serious cases the academy will make use of permanent exclusion to safeguard the welfare and wellbeing of other students.

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

- Encourage students to practise the academy's virtues such as charity, courage, honesty, justice and compassion.
- Ensure display reflects its racial diversity and recognises religious and cultural diversity.
- Challenge any intolerance within the classroom.
- Challenge racism or intolerance in books, materials and comments in written or spoken form.
- Take care that students do not have access to harmful materials via their use of ICT in the academy.
- Encourage students to share and celebrate their cultural experiences through the curriculum.

5. VIOLENT BEHAVIOUR

Ark Victoria will not tolerate the use of physical violence to resolve any situation or conflict and provocation is not seen as justification for violent behaviour. Our behaviour policy sets out that we believe that behaviour is choice and we will work hard to influence students to make better choices to resolve their differences.

The parents of students actively involved in violent incidents should always be informed. A full record of the incident will be logged on the behaviour module and copies of any written statements copied to the student's 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.

6. SANCTIONS

The varying nature and varying degrees of bullying require a range of responses and a range of sanctions.

Anyone who chooses to act as a bully will be seen and spoken to about this by their SSL and Vice Principal. In appropriate cases, (and particularly, though not exclusively, where the perpetrators do not attend the school and the bullying occurs elsewhere), the police liaison officer is involved, to advise the victim on what steps can be taken. Where specific bullying incidents including acts of violence or harassment take place in the community or beyond the normal operation of the academy, the academy will always advocate the involvement of West Midlands Police.

In the cases of a first and minor incident an informal warning may be sufficient. This would be recorded as a detention for bullying on the behaviour module. Where a pupil is found to persist in acts of bullying, despite warning, it may be necessary for the pupil to be removed from lessons and sent to Reflection for a fixed period of internal exclusion and sit an after-school detention.

In certain circumstances, the Principal may decide to issue a fixed term exclusion. A fixed period exclusion might also be given even if there have not been previously recorded warnings, or if the seriousness of the bullying warrants it. As a last resort, or in extremely serious cases, permanent exclusion would be considered.

7. Record keeping

Incidents of bullying are recorded on the behaviour module by the member of staff investigating the incidents. Serious concerns about bullying will result in the parents of the pupil being invited into school to meet with the SSL and Senior Leader.

Pupils who feel they are being bullied will be asked to keep a detailed record of incidents.