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LINKS ACADEMY ANTI-BULLYING POLICY

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1 Rationale

- 1.1 Every member of the school community has the right to feel safe and valued and not to experience bullying. All bullying will be taken seriously and will be fully investigated. Bullying can take many forms and can seriously disrupt an individual's educational progress and attainment.
- 1.2 Bullying is any act or expression which causes harm or offence, directed by one person or a group. Instances of bullying can include ethnicity, gender, sexual orientation, age, ability, appearance, beliefs, gender identity, pregnancy and maternity. Bullying is intimidation of a victim that is intentionally or unintentionally carried out by a person or group seeking power over others in order to cause physical and or emotional hurt. Bullying can take place both in school and outside school premises. It can take many forms which include physical assault, serious teasing, making threats, name calling and cyber-bullying.

2 Aims

- 2.1 The school wishes to provide an environment of positive working relationships which maximises staff skills and abilities and sets a good example to students. The school will not permit or accept any behaviour by staff which amounts to intimidation, such as misuse of power or position. Nor will the school tolerate such behaviour from students, parents/carers or governors towards staff. We run anti- bullying programmes to educate students in types and effects of bullying, as a preventative and educational measure. In EVHW students are encouraged to challenge stereotypes, develop empathy, develop resilience and inspire students to work as a team and support others. Assemblies are delivered to challenge racial injustice, homophobia and address bullying, including cyber-bullying.
- 2.2 When an incident of bullying occurs the school will:
 - Take the feelings of the victim seriously
 - Provide immediate response and following this an appropriate and sensitive investigation will be carried out
 - Support the victim
 - Work with the person or group who is bullying to identify issues that lead to the behaviour
 - Complete restorative work with all parties, where appropriate
 - Involve external agencies and the police (either formally or informally) as appropriate

3 Procedures

- 3.1 Any reported incident of bullying is reported immediately to the relevant Pastoral Leaders. They decide whether the incident should be referred to SLT or involve an external agency. Parent/carer will be involved as appropriate.
- 3.2 If a student is injured, details of the injury are recorded and witnessed and photographs of the injury taken if appropriate and with the student and parents' permission. If there is a serious injury the Headteacher is informed and the police contacted.
- 3.3 The Pastoral Leaders meet with the victim(s) separately; a statement is taken from her/him/ them and from any witnesses.

- 3.4 The Pastoral Leaders meet with the person(s) identified as causing the bullying and take a statement. If more than one person is involved, each student is seen separately.
- 3.5 After all parties are interviewed, the students are seen and the situation is summarised, if necessary and appropriate. A conclusion to events is discussed to ensure all parties understand what has happened. It should be made clear that there must be no further incidents and that others should not become involved on anyone's behalf. Appropriate action (in accordance with the school's behaviour policy) is made clear.
- 3.6 This may include an opportunity for restoration made available to both parties.
- 3.7 Students must be actively encouraged to report any further bullying immediately. Use of a bullying diary is explained. The Pastoral Leaders meets regularly with targeted students to review progress.
- 3.8 Parents of all parties will be contacted in accordance with the school's behaviour policy.

Monitoring

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 - Serious incidents of bullying are stored, recorded in a book reviewed by SLT
 - Incidents are reported annually to Governors, at the Academic Improvement Committee, with appropriate interventions and outcomes discussed
 - Students and parents are surveyed annually to gain feedback to develop future interventions
 - Evaluations are used to inform school improvement

Linked Policies

- Behaviour and Rewards Policies
- Child Protection & Safeguarding Policy
- E-Safety and Data security
- Equality and Diversity Scheme