Anti-Bullying Policy

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Prepared: Veronica Giaquinto   16th January 2019

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Verified: Jenny Brassington   25th February 2019

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Approved: Emily Gaunt   8th May 2019

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Review Date: January 2020

Thomas Deacon Academy Anti-Bullying

1: Rational

1.1: Bullying in any form will not be tolerated at the TDA. It is entirely contrary to the values and principles that we hold at the TDA, based on Trust, Discipline and Aspiration. All stakeholders of the TDA community have a right to work in a secure, safe and caring environment and also have a responsibility to contribute in whatever way they can in maintaining this positive environment.

2: Vision

2.1: Our vision is to create learning environments where all pupils and students are valued and feel safe from bullying behaviours. Where a strong ethos in the Academy promotes tolerance and respect, including respect for difference and diversity and which also promotes positive interpersonal relationships and to ensure that any kind of harassment is not tolerated and that pupils/students, parents/carers and staff understand what is meant by bullying and how to report incidents of it.

3: Principles

3.1: We believe at Thomas Deacon Academy that everybody regardless of their individuality has a right to feel safe and secure. In this context there is a zero-tolerance approach to any form of bullying be it physical, verbal, emotional or through the use of technology. The Thomas Deacon Academy Anti-Bullying policy is an essential strand of the Academy's discipline policy and is an integral part of our practice ensuring pupil/student well-being. Keeping pupils/students safe and helping them to manage their relationships is essential in maintaining standards and to ensure a productive learning environment.

3.2: The philosophy that informs the life of Thomas Deacon Academy is that every individual is important and entitled to respect. Where bullying does arise, it will be viewed seriously and dealt with immediately. Our policy is proactive as well as reactive and is dependent on effective communication between staff, pupils/students, parents/carers and the Academy Committee.

3.3: We will deal with incidents of bullying both inside school and where bullying outside of school is reported to school staff. Where any type of bullying outside of school is reported it will be investigated and acted on immediately. This includes incidents occurring off school premises and incidents occurring over social media.

4: Definition

4.1: Bullying is harmful and usually involves the misuse of power by an individual or group towards one or more persons. It is usually targeted and sustained. Cyber-bullying refers to bullying through information and communication technologies.

4.2: Bullying behaviour can be:

- **Physical** abuse e.g. hitting, punching, kicking, scratching, tripping, spitting, pushing, pinching, taking or breaking someone's things
- **Extortion** e.g. taking property or demanding money and/or services
- **Verbal** abuse e.g. name calling, gossiping, teasing, putdowns, sarcasm, insults, threats, inappropriate comments

- **Non-Verbal** abuse e.g. hand signs or text messages
- **Emotional** abuse e.g. threatening or intimidating someone
- **Social** e.g. ignoring, excluding, ostracising, alienating, or isolating someone
- **Psychological** e.g. undermining, criticising or spreading rumours, hiding or damaging possessions
- **Prejudice-Related** bullying is connected with prejudices around belonging, identity and equality in wider society in particular prejudices to do with Race, Gender, Sexual Identity, Disability and Home Life (e.g. parental occupation, poverty and social class)
- **Cyber** or virtual bullying through social networking, or using mobile phones e.g. malicious SMS and email messages, inappropriate use of camera phones, malicious comments on social media

4.3: Conflict or fights between equals and single incidents are not defined as bullying. Bullying behaviour is not:

- pupils/students people not getting along well
- a situation of mutual conflict
- single episodes of nastiness or random acts of aggression or intimidation

5: Responsibility of staff:

- Foster our pupils'/students' self- esteem, self-respect and respect for others
- Lead by example by demonstrating high standards of personal and social behaviour we expect of our pupils/students
- Discuss bullying with all classes and in all aspects of the curriculum so that all pupils/students are aware of the effects of bullying
- Be alert to bullying and follow TDA procedures and polices when reporting bullying to Tutors, Deputy Heads of House and Heads of House

6: Responsibility of pupils/students:

- Refrain from becoming involved in any kind of bullying
- Report to any member of TDA staff if they have witnessed or suspect instances of bullying

7: Responsibility of parents/carers:

- Advise pupils/students to report any bullying
- Advise pupils/students not to respond to bullying in an inappropriate or aggressive manner

8: Preventative measures:

- All pupil/student concerns relating to unacceptable behaviours from others are listened to
- Systems are in place for students to report bullying. They are aware of and feel that they can report bullying which may have occurred outside school including cyber-bullying
- All allegations of bullying are investigated and, if confirmed, are acted upon with clear procedures and sanctions specified and applied consistently
- Disciplinary measures for pupils/students who bully are consistently and reasonably applied, taking into account the specific needs of the pupils/students. The consequences of the bullying always reflect the seriousness of the incident

- Support for pupils/students who are being bullied and those who are identified as taking part in bullying is also offered via our pastoral system
- Work with the wider community such as the police and children's services takes place where bullying is particularly serious or persistent or where a criminal offence may have been committed
- Effective staff training takes place to ensure the bullying agenda is prominent. Staff are alert to the signs of bullying and feel equipped to deal with different forms of bullying
- Staff, through internal training will understand the principles and the purpose of the Academy's policy, the legal responsibilities regarding bullying and where to seek support
- Dedicated curriculum and tutorial time are used to promote awareness and understanding of the need to combat bullying
- An Anti-bullying Focus Group is being developed to include staff members, students and parents.