



Ark Burlington Danes Academy

ANTI-BULLYING POLICY

November 2017; last reviewed November 2016

GUIDING PRINCIPLES

Burlington Danes Academy aims to

- Recognise and be aware that there are people with the potential for bullying in all organisations and at all levels.
- Stand against bullying; it is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.
- Promote justice, equal opportunities and fair treatment for all.
- Be totally committed to promoting a safe community and a caring learning environment in partnership with parents, governors, students and all staff, where bullying in any form is unacceptable.
- Create an academy where students are entitled to come without fear of bullying from **any** member of the academy community.

PRACTICE & GUIDANCE

The Bullying Policy at BDA is based on the principle of 'bullying affecting everyone', not just the bullies and victims. 'Tell a teacher' is the very best guidance to students.

Bullying also affects those other children who watch, and less aggressive students can be drawn in by group pressure.

Bullying should not be accepted as an inevitable part of academy life, nor as a necessary part of growing up. It does not usually sort itself out. Everyone in the academy community should take on the responsibility of ensuring a happy and secure environment for students, so that they will best benefit from the opportunities available.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated phone technology, i.e. camera & video facilities

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from the academy. Students must be encouraged to report bullying to any adult at Burlington Danes Academy or go direct to their Director of Learning.

An associated leaflet giving guidance on bullying is attached. It encourages three groups: the academy, parents and students, to work together to recognise and prevent bullying in the academy.

STUDENTS

What can you do if you are being bullied?

- 1) Tell yourself that you do not deserve to be bullied.
- 2) If you are different in some way be proud of it. It is good to be an individual.
- 3) Try not to show that you are upset (which is difficult).
- 4) Try to stay in a group of people. There is safety in numbers.
- 5) Try being assertive - say 'NO' really firmly. Walk confidently even if you don't feel that way inside. Practice this.
- 6) If you are being bullied try to give clear and accurate evidence of what happened, where and when.
- 7) You have a right to defend yourself but be careful you don't 'bully back'.
- 8) Tell an adult you trust. Teachers will take you seriously and are experienced in dealing with bullies in a way which will end the bullying and will not make things worse.
- 9) Tell a Student Mediator if you cannot find a teacher. They wear purple ties. They are there to support you.

- 10) As a last resort, use the suggestion boxes in student reception areas to pass on messages if you do not wish to be identified

What can you do if you see bullying going on?

- 1) Take action when someone is being bullied or is in distress. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim more unhappy and isolated.
- 2) If you cannot get involved yourself, tell an adult immediately. Teachers have ways of dealing with bullies without getting you into trouble.
- 3) Only be friends with people who do not bully others.
- 4) Be supportive and sympathetic. If you are worried about helping someone, talk to an adult whom you trust.

Remember:

Your silence is the bully's best weapon

PARENTS

- 1) Watch for signs of distress in your children. For instance, they could be unwilling to attend the academy feel unwell regularly, or have missing equipment.
- 2) Take an interest in your child's social life. Discuss friendships, how lunchtime is spent, and the journey to and from the academy.
- 3) Inform the school immediately if you feel your child may be a victim of bullying behaviour. Your complaint will be taken seriously and an action plan will be worked out together. We promise an immediate response.
- 4) Don't encourage your child to hit back, this often makes matters worse.
- 5) Make sure your son or daughter knows there is nothing wrong with him or her. It is not their fault.
- 6) Monitor their use of the Internet, chat rooms and mobile phones.

BURLINGTON DANES ACADEMY STAFF

As staff we shall continue to:-

- 1) Organise the academy to minimise opportunities for bullying.
- 2) Use any learning opportunity for talking about ways of behaving towards one another (assembly, citizenship, newsletter, anti-bullying week / day, advisory time).
- 3) Make sure that students know this policy, including the section on telling adults (through the leaflet attached).
- 4) Deal quickly and firmly with complaints using consequences from the 'Behaviour Policy'.
 - A witness / incident statement will be completed
 - The incident will be investigated by the Director of Learning
 - The incident will be recorded

- Consequences will be issued where necessary
- 5) Involve parents when necessary.
- 6) Follow up to ensure the plan is working.

In Sum:

Burlington Danes Academy will emphasise at all times:

- Anyone who reports bullying will be listened to
- Keeping silent empowers the bully
- Staff will deal with the matter with sensitivity
- Bystanders also have a responsibility to prevent bullying. Bystanders are the key to resolving bullying. This needs to be publicised regularly so that students are not made to feel they are telling tales.