

Anti-Bullying Policy

At Emneth Academy, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our academy. If bullying does occur, all pupils should be able to tell any member of staff and know that incidents will be dealt with promptly and effectively.

What is bullying?

At Emneth Academy bullying is defined as actual or implied physical or verbal aggression intended to cause distress. It has three common features:

- It is deliberate, hurtful behaviour;
- It is repeated over a period of time; and
- It is difficult for those being bullied to defend themselves.

Bullying can take many different forms. These can be defined as the following:

- Emotional - being unfriendly, excluding, tormenting;
- 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; or
- Online – threats made using social media, email or by text messaging.

Signs and Symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from the academy;
- changes their usual routine;
- is unwilling to go to school;
- begins to truant;
- becomes withdrawn anxious, or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do poorly in school work;
- comes home with clothes torn or books damaged;
- has possessions which are damaged or " go missing";
- asks for money or starts stealing money;
- has dinner or snack money continually 'lost';
- has unexplained cuts or bruises;
- comes home starving;
- becomes aggressive, disruptive or unreasonable;

- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above;
- is afraid to use the internet or mobile phone; or
- is nervous and jumpy when a cyber-message is received;

These signs and behaviours could indicate other problems. However, bullying should be considered a possibility and parents are requested to contact the academy in order to allow the issue to be investigated.

Procedures

Bullying is unacceptable and any reported incidents are taken seriously. Cases of bullying will always be listened to and be thoroughly investigated as follows:

- the approached member of staff taking statements from all named individuals;
- a clear account of the incident will be recorded and given to the Principal;
- the Principal may interview all concerned and will record the incident;
- punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils who have been bullied will be supported by:

- being offered an immediate opportunity to discuss the experience with a member of staff;
- general reassurance;
- being offered continuous support; and
- receive mentoring to restore self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened;
- establishing the wrong doing and need to change; and
- the academy informing and working in partnership with parents or cares to help change the attitude of the pupil.

The consequences of bullying may be in line with the 'Serious Behaviour' sanctions outlined in the academy's Behaviour Policy. Bullying incidents will always be reported to parents and carers.

Policy reviewed By: Barney Rimmer

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