

# E-ACT POLICY

## PARKWOOD ACADEMY

# ANTI BULLYING

<b>Date agreed by Governors</b>	
<b>Date of review</b>	
<b>Responsible officer</b>	<b>Principal / Business Director</b>

## **ANTI-BULLYING**

### **The aims of the school**

The guiding principles of Parkwood Academy are :

- to be concerned for the “whole child” including her/his academic, social and moral progress
- to promote the development of personal skills and a sense of responsibility amongst students for their own growth
- to promote tolerance of disabilities, different genders, cultural, ethnic and religious backgrounds and ways of life
- to value the individual and her/his personalities, interests, strengths and problem
- to strive to create an ordered, caring environment in which all students can feel secure, confident and happy. Harassment of any type will not be tolerated
- to recognize and celebrate student success in all aspects of school life
- to involve students, parents and staff in the decision making process and development of the school
- to encourage all staff both teaching and non-teaching to have a responsibility for the care and well-being of the students

### **Parkwood Academy definition of bullying**

*“Bullying is any repeated, persistent action or behaviour which is intended to hurt, threaten or frighten someone”*

### **Different forms of bullying**

Bullying can take many forms, but the three main types cause stress and have an emotional impact.

- Physical (examples include, hitting, kicking, theft ...),
- Verbal (e.g. racist, homophobic remarks and name calling ...)
- Indirect (e.g. spreading rumours ...). This includes the use of new technology e.g. texting, email, msn, my space, mobile phones

### **What can students do when faced by bullying?**

- Respond effectively to would be bullies: act confidently
- Tell any member of staff
- Tell another student
- Have another student report incident on your behalf
- Tell a peer mentor (to be identified to all students via assemblies: who’s who board)
- Tell a member of the School Council
- Tell a Prefect
- Tell your parent or a relation

### **What must staff do?**

- Be vigilant and look out for any possible signs of bullying: sudden changes in behaviour
- Always respond and act upon information given,
- Keep the student informed of all action planned or being taken
- Deal with all incidents sensitively and discretely and maintain confidentiality as appropriate
- Complete bullying incident slip and pass on to appropriate House Leader
- Refer any child protection concerns to the CPLO
- House Leaders to inform parents of bullied and bully as soon as appropriate/possible
- House Leaders to decide on appropriate response which may include-  
Refer to the Vice Principal – Climate for Learning  
Meet with parents of bully and bullied  
Put in place appropriate support package for bullied student, including confidence building, Pastoral Manager support  
Put in place appropriate sanction and support for the bully: self esteem work, anger management, exclusion, behaviour monitoring  
Effect Conflict Resolution  
Use Restorative justice approach

### **How we can support the victims of bullying**

- Make sure parents are informed as soon as appropriate/possible
- Let victim feel in control of any action taken, maintain discretion and confidentiality as appropriate
- Make sure they feel safe
- Re-assure and re-build self confidence and self-esteem of the bullied
- Allow them to leave lessons before the end and avoid contact on the corridor if necessary
- Provide passes for victims to enable them to have access to an assigned member of staff at any time they feel threatened where appropriate
- Ensure clear action is taken in response to the reporting of all acts of bullying
- Meet regularly with the victims
- Provide support in how to deal with bullies and being bullied
- Make available support material for parents
- Provide students with a diary to record any future incidents if appropriate
- Organise a safe club for lunchtimes
- Collate Bullying Incident Slips and report to Governors termly
- Involve expertise of outside agencies as appropriate

## **Procedures for dealing with bullies: sanctions and support**

### **Sanctions**

Some combination of the following may be used

- Initial warning
- Inform parents
- Detention
- Placed on report
- Isolation
- Turnstyle provision
- Fixed term exclusion
- Appear before Governors Panel
- Inform the Police
- Withdrawal of rewards
- Face the victim: Conflict Resolution, Restorative Justice

### **Support**

The bully will usually suffer from very low self-esteem and will also need to be supported to prevent repeat offences. The following are possible lines of support:

- Anger management courses
- Undergo conflict resolution
- Involvement of parents
- Monitoring by Pastoral Manager
- Positive Behaviour Report

### **Support from the curriculum**

- An atmosphere of mutual respect is promoted in all lessons at Parkwood Academy
- Issues relating to Bullying will be covered fully in the PSHE Programme throughout the school
- All Parkwood Academy staff will receive training in anti-bullying strategies and respond immediately to any act of bullying
- Pastoral Managers receive specific training in supporting vulnerable students and managing anger and aggression

## **The role of the Anti-Bullying Group**

This consists of Keith Rooney – Vice Principal, House Leaders and Pastoral managers.

Via representatives to

- Publicise the anti-bullying policy
- Be available at Parents Evenings
- Work with the parents
- Monitor Bullying Incidents termly and report to the Principal and Governors
- Engage annually in National Anti-Bullying Week
- Publicise opportunities for training / support
- Review the policy on an annual basis

### **Useful links**

[www.sheffield.gov.uk/schools](http://www.sheffield.gov.uk/schools)

[www.dfes.gov.uk/bullying](http://www.dfes.gov.uk/bullying)

[www.anti-bullyingalliance.org.uk/](http://www.anti-bullyingalliance.org.uk/)

[www.bullying.co.uk](http://www.bullying.co.uk)

[www.antibullyingweek.co.uk](http://www.antibullyingweek.co.uk)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

### **Useful papers**

**DfES: Don't Suffer in Silence**

**DfES: Cyber Bullying**

**Kidscape: Reviewing your Anti-Bullying Policy**

### **Bullying Incident Slip**

To be completed by any member of staff and passed on to the appropriate House Leader:

<b>Your name:</b>	<b>Date:</b>
<b>Name of bully / bullies:</b>	<b>Name of victim(s):</b>
<b>Describe what is happening:</b>	
<b>Names of any members of staff who have been involved:</b>	

**Parkwood Academy Bullying Incident Record**

To be completed by House Leader

	<b>Student</b>	<b>Staff</b>	<b>Governor</b>	<b>Parent</b>	<b>Others</b>
<b>Alleged Victim(s)</b>					
<b>Alleged Bully(ies)</b>					
<b>Reported by</b>					
<b>Reported to</b>					
<b>Date of Report:</b>			<b>Date of incident:</b>		

**Details of Incident**

<b>Who:</b>
<b>Type of Bullying: See alternatives</b>
<b>When:</b>
<b>Where:</b>
<b>What happened:</b>

**Action taken**

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**Parents Informed**

**Police informed**

**Types of bullying:**    Physical abuse                      Verbal abuse                      New technology