



Policy adopted on: 1st September 2017

Date of review: September 2019

Responsible person: Phase Director

Anti – bullying Policy

Raising awareness of bullying through the curriculum

The curriculum provides a natural vehicle for addressing the issue of bullying. It can:-

- provide an opportunity for awareness-raising about bullying for students
- enable students to reflect on their own behaviour towards others
- give teachers an insight into the kind of bullying experiences that students may be involved in
- be used to change students' behaviour – to reduce the level of bullying amongst students, either by tackling the students who are bullies or who are being bullied or by motivating the bystanders to take action

Personal, Social Education (PSE) delivered through the pastoral programme and Citizenship are perhaps the 'natural' vehicle to develop a consistent approach to bullying. Activities should be designed to foster a positive attitude by students towards themselves and to give confidence about dealing with bullies and being bullied.

Build on Academy values

We recognise that education is a basic right of every individual and it is our focus at The Boulevard Academy to pursue the highest academic and **behaviour standards** possible. We will seek to achieve this by creating an atmosphere which is **conducive to learning and supportive to our students**.

At The Boulevard Academy we expect high academic and **behaviour standards from all our students**. Students and staff will work to develop a PAUSE Code of Conduct. These guidelines seek to allow all students to pursue their studies in an **effective learning environment whilst encouraging respect and concern for others**.

Opportunities should be provided for the students to explore these aspects of individual and group relationships.

Procedure for staff dealing with bullying

- There should be a consistent, co-ordinated approach to dealing with bullying.
- The teacher/adult to whom the incident was reported or witnessed the incident should deal with it.
- Depending on the circumstances it may be necessary to involve other members of staff.
- Take all incidents/reports of bullying seriously.
- Take action as quickly as possible.
- Reassure the victim(s) – it is important that they are not made to feel inadequate or foolish.
- Offer concrete help, advice and support – (the victim should be encouraged to help him/herself).
- Make it plain to the bully that his/her behaviour is unacceptable.
- Encourage the bully to see the victim's point of view.
- Punish the bully if it is considered appropriate but remember that reacting aggressively or punitively gives the message that it's alright to bully if you have the power.
- Explain the punishment and why it was given.
- Report the incident in writing to the Phase Director.
- Students often cite bullying as a reason for non-attendance, **it is therefore necessary that all incidents are logged.**
- Inform the parents of both the victim and the bully if this is appropriate.
- Monitor to check on wellbeing of the victim and to prevent re-occurrence of bullying.
- Records on transfer should be examined to identify students who have bullied or been bullied in the past. Both should be monitored /observed to ensure that previous behaviour is not repeating.
- Bullying often happens on the corridors, prevention can take place if teachers get classes into rooms as quickly as possible.
- If necessary involve one of the Academy's Family support workers, the Health Advisor or an external agency.

- If bullying is racist in nature a racist incident form **must** be completed.

Guidelines for Students

These should be displayed around the Academy.

We feel it is important that students at The Boulevard Academy feel safe and secure. We will not tolerate any form of bullying.

- Nobody deserves to be bullied. If you are being bullied you owe it to yourself to do something about it.
- Try to ignore the bullying. Remember the bully wants you to react.
- Try not to show that you are upset. If the bully does not get a response they will get bored.
- Be assertive – say **NO** or **GO AWAY** as confidently as you can.
- Walk away quickly and confidently. If you look like or behave like a victim you are more likely to be bullied.
- Stay with a group – there's safety in numbers.
- Try to avoid being alone in places where bullying happens.
- Don't fight to keep possessions – you might get hurt and fighting back can make it worse – report it to a teacher.
- Tell your friends what is happening – ask for their support – it's much harder to bully a group than just one person.
- Don't be ashamed to ask an adult for help – sometimes you need an adult's help to stop the bullying.
 - a) Ask a teacher to help you.
 - b) Ask your parents for advice – you need their help and support.
Ask them to contact the Academy, speak to your Form Teacher or Phase Director.

You may not be a victim yourself but you may see someone else being bullied. Do not ignore it – report what you have seen to a teacher.

'Helplines' are displayed in all form rooms to enable you to find someone to talk to if there is no one in the Academy who can help. ((Appendix 1 of this policy)

Monitoring

- Use of questionnaires/surveys to identify the nature and extent of bullying. (Involve teaching and non-teaching staff and students.)
- Investigate the students' views. (Through PSE and Student Council.)
- Be watchful and discuss potential problems. (Look for early signs of bullying – distress, deterioration of work, isolation, erratic attendance etc.)
- Phase Director will regularly analyse data from Action Slips.

Communication of the policy

- a) To staff – through staff handbook, staff meetings, training days.
- b) To Students – through assemblies, tutor groups, planners, curriculum opportunities, student voice / council etc.
- c) To Parents – through the prospectus, new intake booklet.

School Nurse

The School Nurse can support students with Health and Personal issues.

Peer Mentors

Peer Mentors can be contacted at lunchtime if students want to talk to someone closer to their own age. Individual interviews are also possible.

Appendix 1

If you are being bullied and you feel that you cannot talk to anyone at school or home, then there are several different organisations that you can contact who may be able to help you.

- Childline
0800 – 1111

- Child Protection Advisor – Health
01922 444155

- The Samaritans (Hull)
0845 790 90 90

- Parent Line Plus
0808 800 2222

- Education Child Safeguarding Officer (for advice)

All of these organisations will give you confidential advice.