



Cabot
Learning
Federation



**BRISTOL
METROPOLITAN
ACADEMY**

Anti-Bullying Policy

Implemented October 2015
Reviewed October 2021
Reviewed September 2022
Reviewed February 2023

History of most recent Policy changes

Date	Page	Change	Origin of Change e.g. TU request, Change in legislation
Oct 2015		Document updated	Time for review
May 2018		Updated onto new template. Policy reviewed. No changes made.	Time for review
July 2019		Policy reviewed No changes made.	Time for review
Dec 2020		Policy reviewed Change in section 11. Time in the ISR rather than House/social seclusion	Time for review
Oct 2021		Policy reviewed No changes	Time to Review
September 2022		Policy Renewed No changes	Time to Review
Feb 2023		Policy Reviewed	Time to review

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1 Introduction

This policy has been written in light of the Government White Paper, “Every Child Matters”, the Department for Education and Standard’s (DfE) publications “Working Together to Safeguard Children” and “Don’t Suffer in Silence” current guidance from Kidscape and the Anti-Bullying Alliance.

This document sets out the Academy’s policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances and that it is best prevented through the development of an Academy ethos based on mutual respect, fairness and equality. It also acknowledges that bullying behaviour is problematic for the victim and perpetrator alike and embodies support and management strategies that are pragmatic and non-oppressive.

2 Principles

All students have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences including race, religion, gender, sexual orientation and ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem from both the victim and the bully and should be addressed in positive and constructive ways which provide opportunities for growth and development for the individuals involved.

Effective management of bullying is a shared responsibility and strategies should involve school staff and students, parents/carers and other professionals.

It is important to invest time and resources in the prevention and management of bullying. Staff and students require advice, training and support to manage it with confidence.

3 Aims and Objectives

To achieve an Academy ethos in which each student is safe and able to realise their full potential within an environment in which bullying is seen as inappropriate and unacceptable.

To demonstrate to parents/carers that the Academy takes their children’s welfare seriously, by having zero tolerance towards bullying behaviour.

To have clear and consistent procedures for responding to incidents of bullying.

4 Strategies

In order to meet our aims we intend to:

- Be pro-active in the prevention of bullying.
- Raise awareness among staff, parents/carers and students about the issue of bullying and the school’s attitude towards it.
- Accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.

- Make students, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- Reassure victims that actions will be taken to keep them safe.
- Demonstrate to bullies that their behaviour is unacceptable and address their problematic behaviour in a fair and firm manner, and provide them with support and enable them to change.

5 Definition

Bullying is any interaction between an individual or group of people with a more powerful individual or group which is **perceived** or **intended** to cause hurt, pain, suffering, humiliation or degradation over a period of time.

Bullying behaviour may be direct or indirect. Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact. Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or oppressive graffiti or electronic messages/websites.

Cyber-bullying is a discrete area of focus for the Academy involving the Community Beat Officer where appropriate.

Bristol Metropolitan Academy takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve prejudicial elements.

6 Scope

This policy applies only to incidents of bullying which take place on academy premises or travelling to or from school. The Academy is not legally responsible for bullying which takes place elsewhere. However, the Academy is always interested in the welfare and conducts of its students and will respond positively to any information it receives about bullying outside school if it impacts on student well-being.

If there are concerns about a student's safety outside the Academy then parents/carers would be advised to contact the local police. If concerns arise in relation to Academy transport then the Academy will raise the issue with the appropriate transport company and its help will be sought in dealing with the problem.

If students are being bullied by students of another school the Head of that school will be informed and we will work together to resolve the matter.

7 Prevention

All staff involved in the education and/or supervision of students will be made aware of the issue of bullying and the need to apply the Academy's policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to students that bullying is unacceptable and will take positive action to prevent and control it.

In addition the issue of bullying will be raised with students at a number of levels including:

- At whole Academy level – through assemblies when children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.

- At classroom level – during tutor time and Personal and Social Education/Citizenship lessons. Outside agencies/groups may be used to reinforce the message.
- At individual level – students who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance. Students who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.

The Academy recognises that there are particular times when and places where students may be more vulnerable to bullying – lunch and break times and the beginning and end of the academy day. Arrangements ensure that there is adequate supervision available to reduce the risk of bullying incidents.

Students will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.

Parents who believe their children are the victim of bullying should share their concerns with the Academy at the earliest opportunity and be prepared to work with the Academy to keep their children safe in future. All expressions of concern will be taken seriously and investigated. Similarly if parents believe their child is bullying others, this information should be shared with the Academy so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change behaviour.

8 Parent Involvement

Bristol Metropolitan Academy is firmly committed to working in partnership with parents/carers and believe that the best outcomes emerge when professionals and parents / carers are able to work together when bullying occurs. We recognise the important influence which parents/carers have on their children and would wish to enlist their support when their child is involved in bullying – either as a victim or perpetrator.

9 Implementation

The Academy is committed to creating a bully-free environment and will ensure that its zero-tolerance policy is applied. All staff involved in the teaching and/or supervision of students will take responsibility for responding to incidents and will ensure that the victim and bully receives the required support. Incidents will be recorded and follow up checks made over time to ensure a long lasting resolution.

All students are made aware that staff need to be informed of any incidents or concerns and that action will be taken when bullying is reported.

10 Investigating incidents of bullying

Witness statements and contributing evidence will be gathered by the Pastoral, Behaviour and Safeguarding Teams. Other records of behaviour will be cross referenced for patterns. When the incident has been substantiated and understood as far as possible it is then recorded within the Academy information system (SIMS and CPOMS). Plans are then formed for support; sanctioning; mediation and monitoring as appropriate including the communication with the parents or carers of students involved.

11 Post incident responses for the victim

The Academy will offer a sympathetic and supportive response to students who are the victims of bullying. The nature of the response will be determined by the situation and the student's individual needs. Responses and reasonable adjustments may include:

- Positive reinforcement that reporting the incident is the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- Same day reactive support from the pastoral and student support team
- Action to stop the incident and secure the student's safety
- Provision of a safe space for drop in sessions during learning family time, break and Lunch
- Support from an outside agency such as Off The Record, School Nursing Team or Creative Youth Network, who may be able to provide assertiveness training
- Befriending/peer monitoring
- Support via the Student Support Base
- Adult mediation between the perpetrator and the victim if they are both willing (provided this does not increase the victim's vulnerability)

Communication with home will be timely in order to express what we know and what we intend to do during and after the investigation. Subsequent monitoring may begin as soon as the next day with further checks with the victim that could be after the first, second and third weeks.

12 For the Bully

Bristol Metropolitan Academy takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. We will respond to incidents of bullying behaviour in a proportionate way – the more serious the concern, the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. We accept that punishment is not always helpful in managing this problem but it may be necessary in situations where other responses have failed.

Responses and reasonable adjustments may include:

- Discussion with the bully to reinforce the message that their behaviour is a breach of school rules and unacceptable.
- Adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- Support in alternative ways of behaving provided by the Student Support Base
- Rewards/positive reinforcement for students in order to promote change and bring unacceptable behaviour under control
- Loss of lunch/break-time privileges
- Time in the ISR supported by Learning Mentors.
- A fixed period exclusion
- Removal from class/group
- Withholding participation in a trip, sports or other out of school activity

- Permanent exclusion (in extreme cases)

Communication with home will be timely in order to express what we know and what we intend to do during and after the investigation. Further behaviour incidents will be cross checked for patterns of bullying behaviour and a graduated response of support put in place should behaviour concerns continue.

13 Monitoring and Evaluation

Each incident of bullying will be recorded by the Academy. Any incidents with a prejudicial element will be identified.

An annual report will be made to the Academy Council indicating trends which may emerge.

Senior Staff and Councillors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any current concerns. These will be shared with staff, parents/carers and students.