



Anti-Bullying Policy

Head of Academy: Mr C Etheridge

CEO: Mrs B Mabey

Adopted by Governors: December 2015

Date of review: December 2018

Beat Bullying Now!

Statement of Intent

Tile Cross Academy is committed to providing a caring, friendly and safe environment for all our students so they can learn in an ordered relaxed and secure atmosphere where the strong ethos culture and values expects that students and staff respect is the norm as is students taking full responsibility for their own actions.

Tile Cross Academy message to staff, students and parents is that bullying of any kind is unacceptable in our school. If bullying occurs, staff, students and parents should be clear about the routines for reporting it and how they will be promptly informed of the outcome.

WE are a TELLING school – this means anyone who knows that a bullying is happening is expected to tell staff.

Tile Cross Academy agreed definition of bullying is:

'Bullying is an act of repeated unacceptable behavior that hurts another person physically or emotionally'.

Types of Bullying

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (eg 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 the internet, such as email and internet chat room misuse. Mobile telephone threats by text messaging and calls. Misuse of associated technology ie camera and video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. Every adult at Tile Cross Academy has a responsibility to respond promptly and effectively to issues of bullying.

Objectives

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Sign and Symptoms

A child may indicate by signs or behavior that they are being bullied. Parents and adults at Tile Cross Academy should be aware of these possible signs that they should investigate if a child:

- is frightened of walking to or from school;
- doesn't want to go on the school/public bus;
- begs to be driven to school;
- changes their usual routine;
- is unwilling to go to school (school phobic);
- 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 book damaged;
- has possessions which are damaged or 'go missing';
- asks for money or starts stealing money (to pay bully);
- has dinner or other monies continually 'lost';
- has unexplained cuts or bruises;
- arrives home starving (money/lunch has been stolen);
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what is wrong;
- gives improbable excuses for any of the above;
- is afraid to use the internet or mobile phone;
- is nervous and jumpy when a cyber-message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures – Staff

All staff, at all times, are expected to respond immediately to any anti-social unkind behavior in their lessons and around the school. Watchfulness and early intervention can prevent unpleasant behavior towards others developing into bullying.

All staff must adhere to the following procedure

- when a child wants to report bullying or anything else staff must make time available to listen. If it is not possible to listen at that time because of other commitments reassure the child and arrange a convenient time to see the child as soon as possible the same day. If that is not possible explain it to the child and pass it on to the Pastoral Assistant or Student Welfare who will be available. However, please remember: if a child has chosen to tell you, they may have been suffering for some time and they trust you to do something. Don't let them down.
- Record what the child tells you on the bullying report form. **Please use this form** so that all the information needed is collected to prevent delay in dealing with the incident (form available on our learning platform .

- Pass the report to Student Welfare who will record the details on the Central Bullying Register and each incident will have a unique reference number. It is imperative that the form is given to Student Welfare BEFORE it is dealt with as we are obligated to keep a Central Register. This will ensure data on bullying can be interrogated on a regular basis and appropriate strategies put in place
- As soon as the bullying incident is recorded, it will be passed to the most appropriate persons informed of the action. The bullying form must be completed and returned to Student Welfare for action data to be recorded and the incident signed off by a senior teacher.

***BBN! – Beat Bullying Now!**

A self help guide for students is available on our learning platform for students, which gives them alternative methods of reporting bullying.

Strategies for the Prevention of Bullying

The most appropriate strategy needs to be selected according to the type and severity of the bullying and whether it is a repeat offence.

The purpose of the strategy selected is to ensure the outcome is that the bullying stops.

- speak to the victim/bully separately to clarify bullying report received
- speak to victim/bully together – restorative justice – consensual – set ground rules
- bully may be asked to apologise – reconciliation
- involve friend of bully – talk to bully, tell them how it makes people feel (do bullies always realize the damage they are doing?)
- buddies for year 7 students
- inform parents of victim/bully by text/telephone – reported bullying is being dealt with
- log to be completed with actions signed off by SLT and victim and bullies parent is informed by telephone/letter
- anti-bullying/friendship work (support base)
- assertiveness work with students perceived as victims (support base)
- anger management work (support base)
- internal exclusion
- exclusion
- Beat Bullying Now! contract
- completing work about bullying eg copying/composing poems, drawing pictures or writing a story
- involve/inform parents throughout by text, telephone or letter
- monitoring of students to continue to ensure no repeated incidents
- other strategies deemed appropriate possibly in conjunction with any of above eg replacing personal property taken, lost or damaged.

Procedures – Students

Students must always receive the message that those who experience or see bullying happening MUST report it to an adult as soon as possible.

There are several ways a student can do this (detailed leaflet 'A Self Help Guide for Students' available on our learning platform).

Students can

- tell an adult of their choice
- use Blue Anti-bullying Report form available from Student Services, Attendance Office, Reception or Student Welfare
- text 07624810903 – name must be left so student can be contacted
- email Student Welfare using the Sharp system website – www.thesharpsystem.com
- visit the 'Doc shop' (health drop-in) Monday lunchtime to report bullying

What will happen next?

- as long as student name has been left, guaranteed response within 24 hours on school days
- incident will be dealt with, student will be told what has been done, and bullying will STOP
- in the unlikely event it happens again – REPORT IT AGAIN!

Procedure – Parents/Concerned Others

- Contact Student Welfare on 0121 566 6420 if there are any bullying concerns
- A self help guide for parents is available and will be sent on request.
- Parents/concerned others are welcome to come into school to discuss any concerns – contact Student Welfare for an appointment.

Prevention of Bullying

The promotion of the social behavior and the reduction of bullying is ongoing throughout the school year with positive work and the involvement of students:

- spiral curriculum in PHSE lessons so anti-bullying work is promoted in every year group during every school year
- student anti-bullying ambassadors to be trained and to take up role supporting students in reporting bullying to an adult
- anti-bullying student group to meet at least half termly
- school council to discuss bullying/anti-bullying at least half termly
- at least one Beat Bullying Now! assembly per term to include presentations by staff and students
- all forms to sign up to charter of Beat Bullying Now!
- Beat Bullying Now! posters/notices, some designed by staff/students and produced professionally, to be placed in areas where students are likely to read and act on if necessary eg back of toilet/PE doors, first Aid room, our learning platform - student/staff home pages, near bio-metric machines, heart zone, library, restaurant tables and ticker tape message across computer screens.
- Beat Bullying Now! A self help guide for parents and a self-help guide for students are available and will be placed in public areas for easy access eg Reception, Student Services, Library and attendance Office
- faculty involvement – stories/poems/music/songs/drama
- celebration of Beat Bullying Now! every year
- anti-bullying week
- student questionnaires to measure the impact of Beat Bullying Now! and associated strategies