



FURNESS
ACADEMY

Anti-Bullying Policy

(Ref:)

Approved by Governing Body			
Committee	Name	Signature	Date
Chair of the Board of Governors			
Headteacher			

Implementation Date: Autumn 2017 Review Date: Autumn 2018

Responsible for policy/document	Assistant Headteacher – Personal development ,Behaviour and Welfare
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At Furness Academy we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a calm and secure atmosphere. Bullying or harassment of any kind is unacceptable in our Academy. If bullying does occur, all students should be able to talk in confidence, knowing that incidents will be dealt with promptly and effectively.

1.0 What do we mean by bullying?

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is repeated and usually unprovoked and can continue for a prolonged period of time. It always reflects an imbalance and abuse of power. It is important that it must not be confused with the usual childhood/teenage squabbles and arguments where individuals “fall out” with one another.

2.0 Bullying can be

- Physical Bullying – being pushed, punched, kicked, having property damaged, taken or hidden, being stopped from leaving a room and other types of violence.
- Verbal Bullying – making someone upset or scared using words, name calling or shouting, spreading rumours, making things up to get another person into trouble, nasty jokes or making threats.
- Emotional/Indirect Bullying – leaving others out on purpose, dirty looks, nonverbal threats, being unfriendly, making people do things they do not want to do and ignoring others.
- Racist Bullying – jokes or name calling because of the colour of their skin, what they believe in, religion or where they come from.
- Cyber Bullying – sending nasty texts ,messages, photos, videos or emails, misuse of camera and video facilities, social networking sites, messenger and hate websites to intimidate others
- Homophobic Bullying – being negative about a person’s sexuality (i.e. Gay, Lesbian and Bisexual) and being bullied because of a parent/carers relationship.
- Sexual Bullying – unwanted physical contact or nasty comments about how a person looks or using sexual words.

2.1 Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within the Academy we will pay particular attention to:

- Bullying related to special educational needs (SEN) or disabilities
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home
- Sexist or sexual bullying
- Bullying related to race, religion or culture.

3.0 Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

4.0 Recognising Vulnerable students

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

- Changes their usual routine
- Is unwilling to come to the academy
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in academic 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 unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Is afraid to use the internet or mobile phone
- Is frightened by walking to or from the academy
- Begs to be driven to the academy

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

5.0 Bullying Prevention: The Academy's values and beliefs

- All students and staff have the right to feel happy, safe and included.
- Students and staff have the right to work in an environment without harassment, intimidation or fear.
- All bullying, of any sort, is therefore unacceptable.
- Students who experience bullying will be supported
- Assemblies, Personal Development lessons and other areas of the curriculum will be used to raise awareness about bullying and our anti-bullying policy, increase understanding for victims and help build an anti-bullying ethos and teach students how constructively to manage their relationships with others.
- Poster campaigns around the academy will be used to remind students that bullying is not acceptable, and to tell them what to do if they are being bullied.
- Our Student Council focus group offers a forum in which concerns about bullying can be discussed on a regular basis.
- We will provide guidance to all our students to explain what they should do if they are being bullied, or if they see another student being bullied.
- We will provide guidance for parent/carers on the signs of bullying and what to do if they suspect their child is being bullied (Furness Academy website).
- Students who have been bullied or who see or know about another student being bullied should report this to a member of staff and /or the email bullying@furnessacademy.co.uk
- Students will have the opportunity for confidential and anonymous communications through questionnaires.

6.0 Reporting Procedures

- 6.1 If bullying is suspected or reported, the incident will be taken seriously and dealt with as quickly as possible by the member of staff who has been approached. A clear account of the incident will be recorded and passed to the Year Manager /Director of Learning and Standards (DoLS).
- 6.2 Year Manager /Director of Learning and Standards (DoLS) will investigate the incident by interviewing all concerned and record outcomes on the SIMS files of those involved. They will also ensure information is entered onto the academy prejudice based incidents and bullying logs.
- 6.3 Form tutors and subject staff will be kept informed and asked to monitor the behaviour of the students concerned.
- 6.4 Parent/carer will be kept informed and are discouraged from taking matters into their own hands and should not approach a suspected student but speak to a member of staff.
- 6.5 Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the academy is given the opportunity to tailor a strategy to address the situation and to support the bullied student according to the particular incident/s.
- 6.6 Students who are victims of bullying will be offered the opportunity to discuss their experience with their Director of Learning and Standards ,Year Manager or another member of staff of their choice.

6.7 Students who have bullied will be helped by; discussing what happened, discovering why the student became involved and establishing a sense of wrong-doing. Parent/carer will be informed to help change the attitude and behaviour of the student.

6.8 If there is agreement with both parties involved there will also be the opportunity to rebuild relationships, involving a discussion mediated by a member of staff as a way of resolving disputes.

7.0 The following disciplinary steps may be taken depending on circumstance and at the discretion of the Headteacher:

- Official warning to cease offending
- Exclusion from certain areas of the academy premises or certain activities
- Detentions
- Referral to senior staff and/or external agencies e.g. Police Liaison Officer.
- Internal fixed term exclusion
- External fixed term
- Permanent exclusion.

8.0 Our Responsibilities

This Policy can only be effective if the whole Academy community understands that bullying will not be tolerated and understands the steps that will be taken to both prevent and respond to bullying. Governors, the Head teacher, Senior Managers, Teaching and Non-Teaching staff must be aware of this policy and implement it accordingly.

8.1 Everyone within Furness Academy is expected to:

- Act in a respectful and supportive way towards one another.
- Adhere to and to promote the objectives of this policy.

8.2 Students are expected to:

- Report all incidents of bullying.
- Report suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid at Furness Academy.

8.3 Parent/Carers can help by:

- Supporting our anti-bullying policy and procedures.
- Discussing with their child's Year Manager /Director of Learning and Standards (DoLS) any concerns that their child may be experiencing bullying or involved in some other way or by emailing bullying@furnessacademy.co.uk.
- Helping to establish an anti-bullying culture outside of the academy.

9.0 Concerns, complaints and compliments.

We recognise that there may be times when parent/carer's feel that we have not dealt well with an incident of bullying and we would ask that this is brought to the Headteacher's attention. If he cannot resolve these concerns informally, parent/carer's can raise their concerns more formally through the Academy Complaints Procedure.

We would also be pleased to receive compliments-feedback from parents/carers when things have gone well.

10.0 Monitoring & review, policy into practice

We will review this Policy at least once every two years and if incidents occur that suggest the need for review. Furness Academy uses DfE guidance "Preventing and tackling bullying" and "Supporting children and young people who are bullied: advice for school" to inform its policy and action planning.