



Noel-Baker Academy  
A L.E.A.D. Academy

# Noel-Baker Academy

## Anti-Bullying Policy

## Contents

1. Policy
2. Scope
3. Key Principles
4. Procedures
  - 4.2 Pupils who have been bullied are supported by
  - 4.3 When dealing with bullying, the following disciplinary steps can be taken

## **1. Policy**

### **1.1**

The Academy has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils and to follow these principles.

## **2. Scope**

2.1 This policy relates to the pupil environment

## **3. Key Principles**

3.1 The aim of the anti-bullying policy is to ensure pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when bullying issues are properly addressed will all pupils be able to fully benefit from the opportunities available at the Academy.

3.2 Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- Physical (hitting,, kicking, theft)
- Verbal (name calling, racist remarks, harassment)
- Indirect (spreading rumours,, excluding someone from social groups)

3.3 Pupils who are being bullied may show changes in behaviour, such as being shy or clingy, feeling nervous, feigning illness, taking unusual absences to adults. There may be changes in work patterns, lacking concentration or truanting.

3.4 Pupils must be encouraged to report bullying in the Academy

3.5 The Academy's teaching and non-teaching staff must be alert to signs of bullying and must act promptly and firmly against it to stamp it out.

3.6 The Academy reiterates its expectations regularly and fosters a culture of 'telling'. This extends to parents and/or carers who are encouraged to report any incidents to the Academy where they feel that changes in behavior have made them suspicious that their child is a victim of bullying.

## **4. Procedures**

**4.1 The following steps are taken when dealing with incidents:**

If bullying is suspected or reported, the incident is dealt with immediately by the member of staff who has been approached

It is incumbent upon the staff member to seek the support of a Senior Member of the Pastoral Team or the Year Manager if it is deemed the situation cannot be resolved satisfactorily

A clear account of the incident is recorded and given to the Year Manager or Senior Member of the Pastoral Team

The Year manager or Senior Member of the Pastoral Team will interview all concerned and will record the incident

Form Tutors and other staff involved with the pupil are kept fully informed

Parents are kept informed

Punitive measures are used as appropriate and in consultation with all parties concerned

Mediation can be used to support pupils being bullied and the bullies and

Counselling is also available to support both categories of pupil

#### **4.2 Pupils who have been bullied are supported by:**

Being offered an immediate opportunity discuss the experience with a member of staff with whom they are comfortable to speak

Being reassured

Being offered continuous support

Being assisted to have their self-esteem and confidence restore;

The opportunity of referral to support services as appropriate i.e. Mentor, Counsellor

The offer of a 'Resolution' meeting by Academy trained mentors

#### **4.3 Actions taken could also include:**

Discovering why the pupil became involved

Establishing wrongdoing and need for change asap

Informing parents or guardians to help change the attitude of the pupil

**4.4 When dealing with bullying the following disciplinary steps can be taken:**

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of Academy premises
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

**4.5 This policy is promoted and implemented throughout the Academy.** For example:

Anti-bullying boxes are placed outside the offices of every Year Manager and assemblies on anti-bullying are delivered.

**4.6 The Academy reviews this policy annually and assesses its implementation and effectiveness.**

