



# Queen Katharine Academy

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<b>Anti Bullying Policy</b>	
<b>Rights of the child</b> (RRSA Article)	Article 16 – Children have a right to privacy. The law should protect them from attacks against their way of life, their good name, their families and their homes.  Article 19 – Children have the right to be protected from being hurt and mistreated, physically or mentally.  Article 31 - Children should be protected from any activity that takes advantage of them or could harm their welfare and development.
<b>Reviewing By:</b>	<b>QKA Academy Committee</b>
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## ANTI BULLYING POLICY

### 1.0 Introduction:

Queen Katharine Academy is totally committed to the concept that everyone within the Academy should feel safe, content and supported and to that extent will adopt a zero tolerance to all forms of bullying

### 1.1 Aims and Objectives:

The ongoing and long term aim of the policy is to reduce the number of pupils who experience bullying through increasing awareness of this behaviour, its causes and consequences in the pupils, staff, parents and carers who make up the Academy community, and to help pupils find and put into practice a series of solutions to the problem of bullying.

1.2 The policy also aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that all members of the Academy community know what they can expect from the Academy and what the Academy expects of them with regard to bullying.

### 2.0 What is bullying?

There are many definitions of bullying in use; however Queen Katharine Academy agrees that the behaviours that constitute as bullying are defined as:

- Persistent, deliberate attempts to hurt or humiliate someone.
- Repetitive behaviours, meaning either that an individual conducts the same pattern of bullying behaviour towards different children OR
- that one or more children are targeted to bear the brunt of repeated bullying behaviour from an individual or a group
- Bullying is the abuse of power by one person or persons over another, regardless of ability, intent or understanding

2.1 Bullying can be carried out physically, verbally, emotionally or through the use of technologies. This can include but is not limited to:

Emotional	Intentionally ignoring or excluding others
Physical	Pushing, kicking, hitting, punching or any form of persistent and unwanted physical contact
Racist	Racial taunts based on ethnicity, language spoken, culture including graffiti and gestures
Sexual	Sexual harassment or violence in any form is bullying, eg unwanted physical contact and sexually abusive comments, any sexual offence under the sexual offences act 2003 – rape, assault by penetration, sexual assault
Homophobic	Comments or remarks focusing on sexual orientation or preference
Verbal	Name calling, sarcasm, spreading rumours, teasing
Cyber	All types of unwanted communication over technology including email, texting, messages, social media and revenge porn
Prejudice	On the ground of differences; gender, economic status, religion, disability including SEND

**2.2** One-off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of bullying.

**2.3** Any form of bullying is unacceptable and will not be tolerated in the Academy.

**3.0 Managing Bullying:**

- All reported bullying incidents will be taken seriously
- Staff will support pupils who are being bullied to help them feel safe
- Staff will work with those pupils who are bullying to help change the behaviour
- Where possible staff will support parents to help find solutions to the bullying
- Staff will involve, where necessary, other professionals from outside agencies to support pupils who are experiencing bullying or who are bullying.

**3.1 How issues of bullying will be taken up:**

- Progress leader/SSO/SLT will be made aware
- Where physical/verbal bullying has taken place the sanctions will be in line with the behaviour policy.
- Appropriate sanctions can be used for any other form of bullying

**3.2 The aims must always be:**

- To stop the bullying
- To support the victim
- To change the behaviour of the person bullying
- To bring some form of reconciliation, if at all possible, between the offender and victim

**3.3 Pupils who are being bullied:**

If pupils are being bullied, they can expect:

- To be listened to and taken seriously
- Action to be taken to stop the bullying
- An opportunity to talk about the way the bullying has made them feel and to help with strategies to deal with these feelings to understand and cope with bullying behaviour

**Pupils who are bullying:**

If a pupil is found to be bullying they can expect:

- To discover why they became involved by talking about what happened,.
- Parents to be informed of the offending behaviour.
- Continuing work with the offending pupil in order to correct their bullying activities and attitudes
- Disciplinary steps to be taken in line with our Behaviour Policy to prevent more bullying.
- Restorative justice to be carried out where appropriate.

**4.0 Disciplinary steps for a pupil involved in bullying:**

- Each reported incident will be investigated and the pupil/s involved will be warned officially to stop offending and appropriate sanctions will be given, depending on the

individual circumstances.

- The parents of the offending pupil will be informed.
- The pupil causing a problem may be placed on report, which will clearly indicate the consequences if they do not stop their bullying activities.
- If they do not stop bullying they may be isolated within the Academy during break and lunchtime or serve a whole day's isolation.
- Excluded for a fixed period (one or two days).
- If they persist they will be recommended for a longer fixed period of exclusion.
- As with any persistent poor behaviour, an escalating scale of support and sanctions will be used.
- Issues involving bullying will be logged and these logs will be reviewed to check for patterns and trends.

## **5.0 Pupil information about Bullying in the Planner**

There is advice in pupil planners for pupils and parents about bullying:

### **As a pupil**

If you suspect someone is being bullied:

- Tell an adult

If you are being bullied:

- Tell an adult
- Remember that you do not deserve to be bullied and that it is wrong
- Try not to show you are upset. It is difficult, but a bully thrives on someone's fear
- Stay with a group of friends. There is safety in numbers
- Walk confidently away. Go straight to a member of staff
- You may feel angry, but rise above it. Don't get involved in a fight
- Be proud of who you are

### **As a parent:**

- Take note of unusual behaviour. For example, your child may suddenly not wish to attend the Academy, may feel ill regularly, or may not complete work to his/her normal standard, show or display unusual behaviour when using electronic forms of communication (mobile phones, internet)
- Inform the Academy immediately you suspect bullying
- Advise your child not to fight back
- Reassure your child that there is nothing wrong with her/him
- Make sure you and your child are aware of the Academy's Anti-bullying Policy
- Do not get involved personally with other parents
- Ensure that your child attends the Academy as normal

## **6.0 Preventing Bullying**

The Academy takes every opportunity to demonstrate to pupils, through the curriculum, assemblies and by example, that it is committed to dealing with bullying. Our core values and purpose are underpinned by a set of values that inform all that we do here at the Academy. This is demonstrated through the Pupil and Staff RESPECT Charters.

## Staff Charter

All staff should...

	Take	<b>R</b>	<b>esponsibility</b>	by producing and supporting quality lessons, marking work regularly and upholding the Academy rules.
	Celebrate	<b>E</b>	<b>xcellence</b>	in your lessons, our achievements and our cultural diversity.
	Offer	<b>S</b>	<b>upport</b>	by being someone anyone can go to for help at any time.
	Show	<b>P</b>	<b>ride</b>	in your work, the way you dress, our students and defend who we are.
	Have	<b>E</b>	<b>mpathy</b>	by understanding that people have bad moments and offer fresh starts each day.
	Be part of the	<b>C</b>	<b>ommunity</b>	of the Academy by championing its students, parents and events.
	Display	<b>T</b>	<b>olerance</b>	to others who may have different views by not treating them differently or expecting less from them.

“Every child has the right to an education.”

## Student Charter

All students should...

	Take	<b>R</b>	<b>esponsibility</b>	for your own actions and learning and not blame others.
	Celebrate	<b>E</b>	<b>xcellence</b>	by showing what you are good at and developing yourself where you need to.
	Offer	<b>S</b>	<b>upport</b>	to each other by not stopping each other learning.
	Show	<b>P</b>	<b>ride</b>	in yourself by turning up on-time, being prepared, completing work to your very best and wearing your uniform well.
	Have	<b>E</b>	<b>mpathy</b>	for your fellow students and staff by helping when you can.
	Be part of the	<b>C</b>	<b>ommunity</b>	by supporting events and representing our Academy well at all times.
	Display	<b>T</b>	<b>olerance</b>	by never discriminating against others regardless of their language, country of origin, gender, race, religion or sexuality.

“Every child has the right to an education”