



# **Isca Academy**

## **Anti-Bullying Policy**

Date of publication: September 2018

Review date: September 2019

**Aims:**

The aim of Isca Academy anti-bullying policy is to make sure that all students are able to learn in a supportive, caring and safe environment without fear of being bullied. All students should respect one another at all times. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Isca Academy operates a zero tolerance approach to bullying. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at school.

**What is Bullying?**

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 four main types of bullying are:

1. physical (hitting, kicking, theft)
2. verbal (name calling, racist remarks)
3. indirect (spreading rumours, excluding someone from social groups)
4. cyber bullying (when one person or a group of people try to threaten, tease or embarrass someone else by using a mobile phone, social media, or the internet).

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, faking illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. We encourage all our students and their friends to report bullying in school to any member of staff such as their tutor, the Head of Behaviour (Mr Heywood) or any member of staff they feel they can talk to. Equally we encourage parents to voice concerns with their child's Head of Year as soon as possible. All parental concerns are taken seriously.

School teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

**Statutory duty of schools**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

**Implementation**

Every incident is different and because of this the school uses a range of strategies in dealing with bullying issues. However the following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. A clear account of the incident will be recorded on CPOMS and the Head of Behaviour is alerted.



- The Head of Behaviour or member of staff dealing with the incident will take statements from all concerned and will record the incident using CPOMS.
- Form tutors will be kept informed and where necessary subject teachers will also be made aware.
- Isca Academy will keep parents informed.
- Head of Behaviour will also inform John Potter (Deputy Head Teacher) of all incidents and seek advice in complex cases.
- A range of sanctions will be used as appropriate and in consultation with all parties concerned.
- These could include detentions, internal exclusion and in very serious cases fixed term or permanent exclusions.
- All paperwork is passed on to the Head of Behaviour and logged for future reference

## **Students**

*Students who have been bullied* will be supported or helped by:

- Offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

*Students who have bullied someone* will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or carers to help change the attitude of the students
- Providing on-going support to address the negative behaviour

The following disciplinary steps may be taken:

- Official warnings to stop the behaviour
- Detention
- Isolation
- Exclusion from certain areas of school premises
- Fixed Term Exclusion
- In very serious cases Permanent Exclusion

Within the school curriculum, awareness of the nature of bullying will be raised through tutor time, assemblies and in subject areas, as appropriate. Bullying at Isca Academy will not be tolerated.

## **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Incidents of bullying will be logged on CPOMS.