



# **Anti-Bullying Policy**

## **Fairfax Academy**

### **Part of Fairfax Multi-Academy Trust**

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### **1 INTRODUCTION:**

Bullying is anti-social behaviour, is unacceptable and will not be tolerated. It is only when all issues of bullying are addressed that all members of the academy community will be able to fully benefit from opportunities offered to them.

We strive to ensure that a framework is created where each member of the academy community can talk about their feelings and feel that they have someone to whom they can talk if they are being bullied or are aware of others being bullied.

At all times, we wish to stress that it is the bullying behaviour that is unacceptable and not the persons themselves. We offer support and guidance to improve the behaviour of those responsible for bullying.

### **2 DEFINITION:**

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can be face to face or online. Anti-Bullying Alliance Definition.

Bullying is not an inevitable part of academy or working life. No one person or group, whether staff or student, should have to accept this type of behaviour and only when all issues of bullying are addressed, will all members of Fairfax Academy be able to benefit from the opportunities available.

### **Child on Child Abuse**

This form of abuse occurs when there is any kind of physical, sexual, emotional or coercive behaviour exercised between children. This can include bullying, cyberbullying, sexual violence, physical abuse, sexual harassment, sexual assault, up skirting, sexting or initiation rituals. Any incidents will be taken seriously and may involve us contacting the police and/or Children's Trust to safeguard and ensure that harmful behaviours cease

### **3 KEY POINTS:**

- Each member of the academy community must be encouraged to report bullying
- All staff working in the academy must be alert to the signs of bullying and act promptly and firmly against it.

The sanctions for bullying of any kind should be brought to the attention of students, staff and parents/carers. Bullying can occur through several types of anti-social behaviour:

- Physical: e.g. hitting, kicking, theft, damaging belongings
- Verbal: e.g. name calling, insulting, repeated teasing, homophobic, religious, racist, sexist, directed towards physical/social disability/learning difficulty e.g. dyslexia, dyscalculia
- Direct: spreading rumours, excluding someone from social groups
- Implemented through technology: e.g. text messaging, e-mails, inappropriate filming by camera phone, BBM messaging, cyber bullying, sexting

- Threatening behaviour: e.g. extorting money with the threat of violence Child on Child abuse e.g. Sexual harassment or assault

Bullying behaviour can be very subtle where once a bullying relationship has been established, the person/s responsible for the bullying may only have to look threateningly to reinforce their victim's fear.

#### **4 WHAT TO LOOK FOR:**

- Changes in behaviour: eg becoming shy, nervous, feigning illness, taking unusual absences.
- Changes in work or attendance and lack of concentration

All incidents of unacceptable and bullying behaviour will be recorded and an agreed range of graded sanctions will be applied to demonstrate to the individuals involved how seriously the matter is taken. Parents/carers will be informed of all serious incidents.

**5 STRATEGIES FOR PREVENTION OF BULLYING:** Awareness of bullying can be raised through; a) The curriculum

- b) A whole-academy approach
- c) Tutor-time discussions
- d) Assemblies
- e) Targeted intervention

#### **5.1 The Curriculum:**

The aim is to give bullying as high a profile as possible with all faculty areas incorporating a focus on bullying wherever possible to promote an anti-bullying ethos.

Each faculty is required to be familiar with and operate the policy and, in addition to this, to identify their own issues specific to the faculty to reinforce academy policy.

#### **5.2 A whole-academy approach:**

An anti-bullying ethos is emphasised through all assemblies, but through year assemblies in particular. Work is done with staff on Training Days, modules in the Guidance programme, student voice, with parents/carers and with governors. National Anti-Bullying Week has a high profile in the academy with assemblies and activities co-ordinated and led by Heads of Year and Peer Mentors.

The ARKS values reinforce Fairfax's ethos of ambition, respect, kindness and safety. Regular focus weeks such as 'respect matters' and 'kindness counts' support the high-profile view of positive relationships and tolerance.

All staff, teaching and non-teaching, reinforce the policy through all areas of academy life and as an academy we strive to:

- Organise the academy community in order to minimise opportunities for bullying eg increased supervision at break and lunchtimes.
- Deal quickly, firmly and sensitively with any complaints, involving parents, where necessary.
- Review the anti-bullying policy and its degree of success via student questionnaires.
- Have a firm but fair discipline structure with **one** rule which is simple to follow and easy to understand. (Each member of the academy community is expected to treat every other member of the community, both inside and outside academy, with respect at all times).
- Ensure that the anti-bullying policy links with the Behaviour and Discipline Policy.
- Encourage students to discuss their relationships with others and to form positive attitudes towards others through tutor time discussions
- Treat bullying as a serious offence and take every possible action to eradicate it from our academy (Please see Behaviour and Discipline policy and Exclusions Policy).
- Ensure that all areas in the academy are safe for all students via feedback from Peer Mentors, Sixth Form prefects. Provide areas for more vulnerable students to use eg Library, Homework Clubs, lunchtime nurture clubs.
- Involve students in policy decisions and reviews.

### **5.3 Tutor time:**

- Regular, planned whole-group discussions regarding forming positive relationships and how to react to bullying situations.

### **5.4 Targeted intervention:**

- Students that have been highlighted as being involved as the 'aggressor' in an incident, will be added to the bullying log. Interventions will be planned accordingly in line with the level of persistence. Parents will be expected to attend meetings at the Academy so that intervention plans can be shared and understood.

## **6 REPORTING BULLYING:**

Students are to be encouraged to report any incidents of bullying to their parents and House Tutor wherever possible, or to any other member of staff.

Any incident of bullying, however small, should be reported immediately, ideally by the victim(s) or friends. Students are taught that silence is the bully's greatest weapon and are encouraged to:

- Tell themselves that they deserve respect, they do not deserve to be bullied and that it is wrong
- To have self-respect, be proud of who they are and that it is good to be an individual
- Try hard not to show that they are upset as bullies often thrive on the fear of others
- Stay with a group as there is always safety in numbers
- Try to be assertive and walk confidently away to a teacher or to another adult
- Use the academy e-mail system to report bullying – via the Home Page of the academy website and send the e-mail to their tutor, their Head of Year/Assistant Head of Year or any other adult in the academy.

- Use the SHARP system via the home page of the Academy website. This message is immediately sent to Assistant Principal Safeguarding.
- Be reassured that teachers will always deal with the bullying incident in a way that will take every step to end it and not make things worse for them.

Heads of Year log incidents of bullying centrally in order to draw up any recurring patterns in terms of both victims and perpetrators. All information is treated sensitively and is only used as a basis for action when appropriate.

## **7 PARENT/CARER ROLE**

If parents have any concerns about bullying issues, they are asked to contact their child's tutor or the appropriate Assistant Head of Year in the first instance. Parents are also encouraged to:

- Advise their child to report an incident of bullying promptly rather than retaliate. Fighting back will only make matters worse. Look for unusual behaviour eg suddenly not wanting to attend our academy, feel ill regularly etc.
- Take an active role in their child's education by enquiring how their day has gone, how they spent their lunchtime etc.
- Contact the academy immediately if they feel their child may be a victim of bullying behaviour
- Some children may well feel that they are being bullied because there is something wrong with them. In most cases, parents should reassure their children.
- In a minority of cases, parents may feel concern that aspects of their child's behaviour may well be a contributory factor to the bullying they are experiencing. Parents are urged to contact the academy immediately in order to work together on alleviating this.
- Give their child the confidence to ask for help
- Sign the Home School Agreement to support the policy (all parents and students are asked to sign the agreement during the induction process for new students).

## **8 PROCEDURES FOR RESPONDING TO ALLEGATIONS OR INCIDENTS OF BULLYING:**

The following steps are taken when dealing with bullying incidents:

1. If bullying is suspected or reported, the incident should be passed on immediately to the House Tutor, Assistant Head of Year or Head of Year, who will record a clear account of the incident.
2. The appropriate Assistant Head of Year will liaise with both alleged victim and alleged bully.
3. All students concerned will be interviewed and asked to write a statement..
4. Where an incident of bullying is confirmed, appropriate sanctions, intervention and support are put in place for all involved. All parents/carers will be informed of the steps to be taken.
5. The Year Group SLT Link is informed.
6. The incident is recorded against the bully on their Bromcom profile and added to the student file, along with all statements that confirmed the case. The incident will also be logged on to the Anti-Bullying log.
7. Heads of Year may decide to refer either or both the victim and/or the bully to a Peer Mentor, to focus on aspects of behaviour or self-esteem.

8. In order to encourage a positive change in the motivation of the student who has bullied and to offer support for the victim, a Restorative Justice response is undertaken. This method involves healing emotional damage and making sure that fairness and justice prevails. Its main purpose is to ensure that the student(s) who has caused the harm understands the impact of their behaviour.
9. Where felt necessary, punitive measures will be used as appropriate and in consultation with all parties concerned. (Please see Behaviour and Discipline Policy)
10. Parents/carers should be kept informed of the progress of the sanctions, interventions, and support offered.
11. All incidents dealt with by teaching staff/support staff must be notified to Student Support Centre (SSC) via [antibullying@fairfax.fmat.co.uk](mailto:antibullying@fairfax.fmat.co.uk) email address which is picked up by the pastoral administrators, which is then forwarded on to the Head of Year to investigate and to take the appropriate action. Where the incident is confirmed as a case of bullying, this will be logged.

#### Sanctions:

- a) First incident - a formal verbal warning noted on student record for the first incident. Parent/carer is informed via phone call.
  - b) Second incident - one day spend in Refocus, along with an appropriate intervention. Parent/carer is informed via phone call.
  - c) Third incident – one day spent in Refocus. In addition, parents will be called in to meet with the Head of Year, where formal warning will be delivered. Where necessary, a suspension may also be issued.
  - d) if the bullying persists after a formal warning, a short-fixed term suspension may be issued, the LA will be informed, parents will be required to attend a return to academy interview with Head of Year and SLT link. A managed move may be explored.
  - f) student(s) may be formally suspended from the academy premises for a period of up to 10 days.
  - g) if the bullying continues after this stage, the bully and parents will be required to appear before a member of the Leadership Team, and/or the Associates' Disciplinary Group, and may be referred to the Behaviour Support Service for in-academy support
  - h) if all the above fail, the student may be recommended for Permanent Exclusion (Please see Exclusions Policy)
- In order to encourage responsible and respectful behaviour from all students, appropriate behaviour is rewarded by:
    - a) Merits/Milestone Ladders
    - b) Feel Good Friday calls home
    - c) Letters and postcards home

#### 9 SUPPORT:

All members of the academy community who have been bullied should be offered an immediate opportunity to discuss the experience with someone appropriate of their choice. They should



reassure the victim and help restore their self-esteem and confidence – and report to the Heads of Year, who will oversee the process.

**10 MONITORING AND REVIEW:**

This policy will be reviewed via bullying data, the student questionnaire and tutor time discussions, and school council/House council forums.

Feedback from this information, with recommendations, will be presented in SLT meetings, Directors of Faculty and Heads of Year meetings and school council. Action from the recommendations will then be agreed and actioned by SLT.