



Policy:	Anti-Bullying Policy
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Definition of Bullying:

Bullying is behaviour by an individual or group repeated over time that intentionally hurts another individual or group either emotionally or physically. Many say that bullying involves an imbalance of power between the perpetrator and the victim, this may involve bullies having control over a relationship so that those they bully will find it hard to defend themselves.

Forms of Bullying:

- Physical - pushing, kicking, punching or any use of violence.
- Verbal – name-calling, sarcasm, spreading rumours and teasing.
- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, using threatening gestures).
- Cyber – intentional bullying, aggression, intimidation or rumour spreading or the misuse of images via any electronic device, it could be smartphones, computers or tablets.
- LGBTQ+ - bullying related to actual or perceived sexual orientation and / or offensive gender related incidents
- SEND – Bullying relating to a persons physical or mental impairment or difference
- Peer on Peer – harassment comments, texts, messages, pictures that are offensive or inappropriate in nature relating to sexual issues
- Race – targeted intimidation, harassment, or abuse based on an individual's race, ethnicity, culture, or nationality

Bullying is not an incident where:

- It is not repeated over time e.g. one off comment or remark
- The intention was not to hurt e.g. a falling out among friends

Such incidents can be upsetting for individuals and will be dealt with by the pastoral team but they are not necessarily bullying.

Statement of Intent:

King's Lynn Academy is committed to creating a safe environment in which everyone is appreciated for themselves, and in which care and consideration for others is a key factor. Emphasis is placed upon the building of community and the shared responsibility for maintaining our community.

We, as an Academy, aim to ensure that bullying is dealt with effectively in order to ensure that all students feel safe while at the Academy and we do so by:

- Supporting anti-bullying week through assemblies
- Foster an environment where it is easy to report an incident of bullying
- Providing a range of curriculum opportunities for students to develop, including healthy relationships and resilience as part of the Personal Development curriculum
- Ensuring the profile of anti-bullying remain high across the academy
- Regularly review and update our policies and procedures
- Refer to external agencies for support if needed
- Work with the wider academy community

Each member of staff will endeavour to:-

- Look actively for and identify any bullying issues.

- Report all incidents of bullying/suspected incidents of bullying using the agreed procedures.
- Deal with bullying immediately in a planned and consistent way.
- Offer support to the victims of bullying.
- Help bullies to recognise and change their anti-social behaviour.
- Ensure that students have a range of strategies to deal with bullying.
- Ensure that students accept responsibility for their actions.

Identification

The whole Academy community should be aware of the warning signals. Other pupils are often aware and should be taken seriously if they report bullying. Investigation should follow any of these signs:

- Reports a student is frightened to walk to and from the Academy.
- Reluctance to attend school with no valid reason.
- Reluctance to join in after school clubs and activities
- Deterioration in academic work performance or noticeable change in attitude.
- A student's behaviour / demeanour changes.
- Regular "accidents" with clothes, books or equipment.
- Student cries easily.
- Student is frightened to admit what is wrong.
- Self-harm, speaking of running away, low self-esteem

These can all be signs of other problems, but the possibility of bullying should be investigated.

Reporting Procedure:

All reports of bullying will be dealt with quickly and effectively, KLA has fostered strong relationships with its families and encourages them to talk to us if they have any worries or concerns about bullying.

Staff:

Any suspected bullying incident should be reported to the relevant Head of Year who will add incidents to the school's bullying log and record on Arbor where appropriate.

Students:

Students may either approach a member of staff directly to raise concerns, contact staff through the school email system or ask a friend or family member to report it for them.

When an incident of bullying is reported staff will take the following action:

- Offer reassurance to the student that they have done the right thing by telling someone
- Report the incident to the relevant Head of Year
- The Head of Year will listen to the views of all said involved and take written reports of the events
- Parents of all sides will be contacted
- Steps will be taken to try to ensure that the bullying stops

Parents:

KLA adopts a 'market research' approach to gathering parental feedback. We engage directly with each family to collect their views on various aspects of academy life, including questions relating to unkind behaviour. This provides an additional opportunity for concerns to be raised, addressed and

escalated where necessary all incidents of bullying are recorded to allow senior leaders to monitor numbers, patterns and students involved.

There may be circumstances where it is felt that students are at “risk of significant harm”, in this circumstance the case will be referred to the Safeguarding Team who may liaise with Children’s Services and/or the Police.

Further Action

Each incident will be assessed individually to determine the appropriate course of action; it is important to distinguish between fact and opinion while also being sensitive to those concerned.

Each case would be referred to the relevant staff at KLA:

- Head of Year
- Behaviour Lead
- Safeguarding Team
- Academy Leadership Team
- PSHE specialist teacher

The following strategies may be used to resolve the incident:

- Restorative meeting
- Sanctions such as detentions
- Educational sessions for the perpetrator
- Support for the victim – at the time and in the weeks that follow

The key aim at KLA is to support the student who has been harmed and to reinforce the message that bullying is unacceptable and will be dealt with seriously. We aim to educate bullies to understand why their behaviour is unacceptable and the consequences that their actions may cause.

Bullying outside of School:

School staff have the power to discipline students for misbehaving outside the school premises, where bullying takes place out of school and is reported to staff, in consultation with parents / carers it will be considered whether it is appropriate to notify the Neighbourhood Policing Team for them to manage. If behaviour is thought to be criminal or pose a serious threat to the public, the police will always be informed.

Useful Links:

www.anti-bullyingalliance.org.uk

www.childline.org.uk

www.nspcc.org.uk

www.justonenorfolk.nhs.uk

<https://www.kingslynnacademy.co.uk/page/?title=Mental+Health+%2B+Support&pid=14>