Hans Price Academy
Anti-Bullying Policy
Date: Updated 1st April 2024

Introduction

At Hans Price Academy, we have a clear anti-bullying policy that helps make our academy a friendly and caring place to be. We will NOT tolerate bullying of any description. No member of the academy community should ever feel threatened, intimidated, mocked or abused.

Bullying is not an inevitable part of school life, and it rarely sorts itself out without intervention. It is, therefore, everyone's responsibility to do something to eradicate this issue and further develop the academy's ethos of mutual respect, fairness and equality.

We acknowledge that bullying is problematic to both the perpetrator and the victim alike and we employ a range of support and management strategies to ensure that we operate in a pragmatic and non-oppressive way.

Principles

All students have an absolute right to be educated in a safe and secure environment knowing that they will be protected from possibility of being harmed, mocked, or abused by other members of the school community.

There is no justification whatsoever for bullying behaviour and it will not be tolerated in Hans Price Academy in any form. We actively embrace individuality and absolutely reject the idea that differences including race, gender, sexual orientation, disability, poverty, ability, or appearance are ever reasons to be bullied.

Bullying behaviour must be addressed in a positive and constructive way to provide opportunities for both the victim and the perpetrator, fostering growth and development of those involved.

Everyone has a role to play in the development of the academy's ethos and we will call upon students, parents, carers, school staff and other professionals to share the responsibility for the strategies put in place.

Aims and Objectives of this Policy

This policy outlines what Hans Price Academy will do to prevent and tackle bullying. We are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and young people will be tolerated.

We will:
- Discuss, monitor, and review our anti-bullying policy and practice on a regular basis.
- Support all staff to promote positive relationships to prevent bullying.
- Tackle bullying behaviour appropriately and promptly.
- Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively. Students must feel safe to learn.
- Ensure that students abide by the conditions set out in the anti-bullying policy
- Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints.
- Ask that parents will in turn work with the academy to uphold that anti-bullying policy.

Preventing Bullying

At Hans Price Academy we create an inclusive environment which promotes a culture of mutual respect for others which will be upheld by all members of our community. We:

- Consider all opportunities for addressing bullying in all forms throughout the curriculum, supported by assemblies, our SPACE programme (PSHE) and the learning family programme.
- Regularly evaluate the climate in the academy through systems involving staff, parents, and student surveys.
- Work with outside agencies to identify all forms of prejudice-driven bullying and promote acceptance and equality.

- Challenge practice which does not uphold the values of acceptance, non-discrimination, and respect towards others.
- Regularly update and change our approaches to consider developments in technology. This allows us to provide up to date advice and information to all members of the community regarding positive online behaviours.
- Train all staff to identify all forms of bullying and to follow school policy and procedures.
- Gather and record concerns and intelligence about bullying incidents and issues to effectively develop strategies to prevent bullying from occurring.
- Provide staffed quiet spaces for vulnerable students to use during unstructured times.
- Use a variety of approaches to resolve issues between students, including restorative solutions.
- Work with other agencies to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive academy ethos.

Identifying Bullying

Bullying behaviour can be defined as an action, or number of repeated actions, causing harm to people or relationships. This behaviour can occur over a period of time and equally encompasses physical or non-physical actions; therefore, the harm could be physical, emotional or both.

Bullying can be outlined by four key characteristics:

- Repetitive and persistent
- Intentionally harmful
- Involving an imbalance pf power
- Causing feelings of distress, fear, loneliness, or lack of confidence

Bullying behaviour can be direct or indirect, simple, or complex.

Direct bullying includes physical threats, verbal insults or taunts and directly contacting a person with obscene or insulting messages using, for example, mobile phones.

Indirect bullying includes persistently ignoring a pupil so that they feel socially isolated, spreading malicious rumours, or insults, often via social network sites on the Internet, or writing offensive graffiti.

Cyber-bullying uses technology to harm a person, group of people or a relationship and can happen both inside and outside of school and at any time of the day or night.

Where there is bullying:
• There is normally a power imbalance so that the victim does not feel able to defend him/herself.
• It is usually persistent but could be an isolated incident.
• It might relate to racism, homophobia, sexism, ageism.
• It might relate to a disability or a special educational need (SEND). In these examples, victims may not be aware of being bullied.
• There is normally an intention to cause harm, although there may be instances when there is a lack of awareness that the actions are harmful.
•
All bullying issues, whatever their nature, will be treated with equal importance and the response will be based upon the guidelines in the policy.

Forms of bullying covered by this Policy.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture or of an extremist nature.
- Bullying related to SEND.

- Bullying of young carers, children in care or otherwise related to home circumstances.
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Sexist, sexual, and transphobic bullying.
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Bullying via technology "cyberbullying"

Signs and Symptoms of Bullying

A victim may indicate by **signs** or behaviour that he or she is being bullied. These may include:

- Reluctance to attend school.
- Truanting of specific lessons.
- Damage to clothing or possessions.
- Unexplained bruises or swellings.
- Deterioration of schoolwork/attainment
- `being afraid to use the internet.
- Becoming jittery about receiving text messages.
- Unkempt uniform.
- Bullying towards siblings.
- Taking money without permission.

Symptoms may include:

• Loss of appetite.
• Headaches.
• Stomach aches.
• Stammering.
• Sudden changes in behaviour.
• Lack of confidence.
• Signs of depression.
• Nervous/edginess or difficulty in concentration.
• Lack of motivation to complete work
•

These are examples but this list is not exhaustive.

Reporting Bullying

- Pupils are encouraged to report all forms of bullying, whether carried out by another pupil or by an adult. The hope is that by reporting the problem in the first instance, this will become the first step in empowering the victim to overcome the bullying through the defined stages that will then be put into action. Whenever a pupil experience bullying, it should be reported, whether by the victim, friends of the victim, bystanders or via parents, who would contact the school. Information can be reported to a member of staff, a tutor, a college Leader or a member of Senior Management. All staff should first immediately secure the safety of the young person before following the school's procedures.

- All students are encouraged to have at least two trusted adults with whom they are encouraged to report any forms of bullying or abuse to.

- Teaching and non-teaching staff, who feel that they are being bullied in the workplace, either by a staff member or by a pupil, can report their concern to their line manager or the principal. If such managers are involved, staff may contact the Chair of the Governing Body.

- All members of the HPA community can challenge and report bullying via the central email address Speakout@hpa.clf.uk

Responding to Bullying

Recording bullying and evaluating the policy

When bullying of a pupil has been reported, statements will be taken from all relevant parties and stored on file. When it is believed that bullying has occurred, the member of staff will record this on the School Management System BROMCOM. A safeguarding log will be created on CPOMS indicating the type of bullying and the names of the victim(s) and perpetrator(s).

In the first instance, incidents of poor behaviour that require action will be dealt with by Tutors or College Leaders.

Serious incidents that need immediate action will normally be dealt with by a member of the Senior Management Team. Information related to the incident will be recorded on School Information Management system as well as other communication with pupils and parents such as a meeting or telephone call.

The measures taken and sanctions imposed will be recorded and used to inform pastoral staff of trends, or to indicate which measures are most successful in ensuring that further bullying is prevented.
This anti-bullying policy will be reviewed and updated annually.

Parental Complaints

If a parent is not satisfied with the way a bullying issue has been addressed, the appropriate College Leader should be contacted to discuss the matter.

If the parent is still dissatisfied, then the appropriate member of the Senior Management Team should be involved. Further information may be found in the Complaints Policy if a Parent feels the matter is still unresolved.

Roles and Responsibilities

Academy Council will regularly review the Policy which the principal must consider, in determining measures to promote good behaviour and discipline.
The principal and senior staff have overall responsibility for the policy and its implementation. Cases will be managed according to the circumstances and will be recorded and analysed to see whether patterns emerge from the nature of the bullying or the identity of the perpetrators.

All staff (teachers, support staff and volunteers) share responsibility for ensuring that the policy and procedures are followed, and consistently and fairly applied without regard to ethnic origin, cultural differences, gender, disability or sexuality issues. Mutual support amongst all staff is essential for creating a high quality and safe learning environment promoting good behaviour and implementing the agreed policy and procedures consistently. They will ensure that pupils are listened to and that their concerns are appropriately addressed.

Parents and Carers will be encouraged to work in partnership with the Academy in order that high standards of behaviour are maintained both in and out of school, and that pupils respect both similarities and differences between themselves and other members of the school and the wider community.

Pupils will be expected to take responsibility for their own behaviour and will be made fully aware of the school's anti-bullying policy, the procedures arising from cases of bullying and the rationale behind them. All pupils have a collective responsibility to ensure that they are considerate towards one another and respectful of each other's differences.

Date of Policy: April 2024
Date of Review: To be reviewed annually