



## Our Mission Statement

Granville Academy is committed to:

- Raising standards of achievement and creating opportunities for all students, regardless of needs to develop their full potential and improve their life chances
- Raising the aspirations of the whole academy community by creating a culture of continuous learning that celebrates success at all levels
- Developing an academy that is the pride of the local area where students, parents, staff, governors and wider community feel valued, listened to and welcomed for the diverse contribution they make to our academy life

## Anti Bullying policy

|               |                              |
|---------------|------------------------------|
| Co-ordinator: | Mr R Tilley (Vice Principal) |
| Start date:   | December 2017                |
| Review date:  | December 2018                |

## Links with other policies and documents

- Child Protection and Safeguarding Policy
- Rewards, Behaviour and Discipline Policy
- E-Safety Policy

## Introduction

The aim of our anti-bullying policy is to create a supportive, caring and safe environment where Students and staff can learn and work without fear of being subjected to bullying.

Bullying is a form of anti-social behaviour; it is unacceptable and will not be tolerated.

It is vital that we are consistent in our approach to tackling these issues. Clear systems will ensure that all stakeholders know what is expected of them.

## Statutory duties of the Academy

Principals have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside the academy, where it is reasonable to do so. Academies have a duty to “safeguard and promote the welfare of students” (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address

the bullying of staff by students (“Safe to learn” DCSF 2007).

## Scope of this policy

This policy includes:

- Bullying of students by students within academy
- Bullying of and/or by students outside of academy (where the academy is aware of it and where it is appropriate to intervene)
- Bullying of staff by students within or outside academy
- Bullying of staff by other staff or by visitors to the academy is covered under other policies.

## Definition

The following definition has been adopted:

“When a person’s or group of people’s behaviour is **repeated over a period of time**, and leaves someone feeling **one or more** of the following:

- physically and/or mentally hurt or worried;
- unsafe and/or frightened;
- unable to do well and achieve;
- vulnerable, alone, unimportant and/or unvalued. This **could** be bullying.

When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they **continue** to behave in the same manner, this **is** bullying.”

Our academy recognises that bullying which is motivated by prejudice is a particular concern. This includes racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs.

## Protocol for dealing with incidents

All concerns about bullying will be taken seriously and investigated thoroughly. (See **Appendix A** for flowchart) Students who are being bullied may not report it for a variety of reasons. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or becoming dependent on certain adults.

Staff are encouraged to look out for such changes and report them no matter how inconsequential they seem. We also encourage parents or other students to report concerns.

Students who are aware of bullying (bystanders) can be a powerful force in helping to address it and are encouraged to do so in a safe way.

Students are encouraged to report bullying by:

- talking to an adult of their choice in academy – we would encourage this is their form tutor or member of the pastoral team
- making an appointment with the School nurse (this can be done by filling in a slip in the medical room);

- contacting local and national support agencies for advice/support (see **Appendix B** for contact details);

Staff who are being bullied by students are encouraged to report it to a colleague of their choice.

Parents are encouraged to report concerns about bullying to their child's Form Tutor. If a parent feels that the issue has not been dealt with to their satisfaction they should then refer to the House Leader for their child's House team. If a parent is still concerned that the bullying issue has not been dealt with, this should be referred to the Vice Principal (Support and Guidance) Mr R Tilley.

## Ways in which we work with students to combat bullying

The academy will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported it will be referred to a member of the pastoral team (e.g. form tutor, Assistant House Leader, House Leader).
- An investigation will take place and notes taken from all those interviewed.
- Parents and other relevant adults will be informed as appropriate
- Where bullying occurs outside academy other relevant agencies will be informed and actions taken.
- Sanctions will be used as appropriate. These may include:
  - Detention
  - Confiscation of mobile phone
  - Exclusion from certain areas of the academy premises
  - A day in our Exclusion Room
  - Fixed term exclusion
  - Permanent exclusion

Students who have bullied will be helped by:

- discussing what has happened;
- discovering why they became involved in the incident;
- establishing the need to change;
- informing their parents;
- the use of specialist interventions and/or referral to multi-agency workers.

Most concerns about bullying will be resolved through discussion between home and academy. However, where a parent feels that their concerns have not been resolved, they are encouraged to use the Formal Complaints Procedure (this can also be found on the academy's website). Referral of the family to external support agencies will be made where appropriate.

## Supporting the victim

It is imperative the victim and parents feel supported through this ordeal and must be kept Informed of how the investigation and outcomes have been dealt with.

It may be necessary to support the victim by offering them support to deal with the

effects of the bullying. The academy will offer such support by referring the victim to one of the Academy pastoral team or to an outside agency for example the Multi Agency team.

## Preventative measures

The academy will:

- raise awareness of the nature of bullying through assemblies, form time and Character and Well-being lessons
- participate in national and local initiatives such as Anti-Bullying Week;
- seek to develop links with the wider community that will support inclusive anti-bullying education;
- discuss specific strategies with students and implement them as appropriate, subject to available resources.
- engage with the student body to implement strategies to improve our detection of bullying incidents how they are dealt with.
- conduct surveys of students and parents to ascertain and respond to the current bullying picture at Granville.

## Promotion of this policy

The policy and methods for reporting bullying concerns will be promoted throughout the academy via regular awareness raising activities with existing students and their families.

## Monitoring, evaluation and review

The Vice Principal (Pastoral) and House Team will lead on the implementation of the policy.

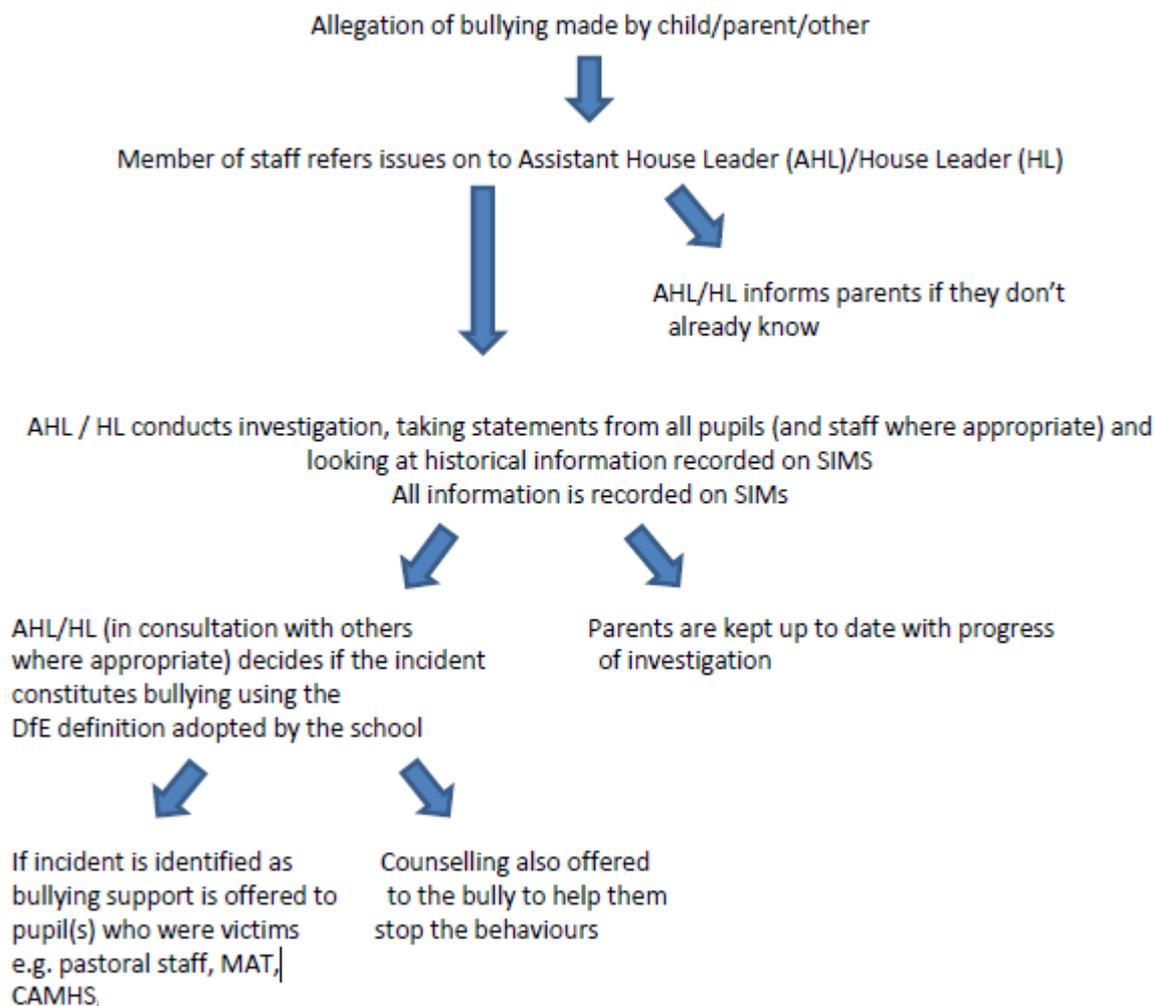
An annual report will be made to the first Governing Body of the academic year, including statistics about:

- the number of reported concerns;
- motivations for bullying;
- actions taken and outcomes.

Any confirmed incidents of bullying will be emailed to Derbyshire County Council as well as any additional statistical information as requested.

The academy will review its policy annually and assess its implementation and effectiveness.

## Appendix A



## Appendix B

National Bullying Helpline Tel: 0845 22 55 787

Bullying UK Tel: 0808 800 2222 Website <http://www.bullying.co.uk/>  
[www.teachernet.gov.uk/wholeacademy/behaviour/tacklingbullying/cyber-bullying](http://www.teachernet.gov.uk/wholeacademy/behaviour/tacklingbullying/cyber-bullying)  
[www.bullying.co.uk](http://www.bullying.co.uk)

Beatbullying  
Rochester House  
4 Belvedere Road  
London  
SE19 2AT  
020 8771 3377  
[www.beatbullying.org](http://www.beatbullying.org)

Anti-Bullying Alliance  
National Childrens Bureau  
8 Wakley Street  
London  
EC1V 7QE  
020 7843 1901  
[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

**IF YOU ARE BEING BULLIED OR YOU WITNESS SOMEONE ELSE  
BEING BULLIED  
THEN TELL SOMEONE.**

Signed .....  ..... Jo Kingswood (Principal)

Signed ..... David Gaskin (Chair of Governing Board)