



# Yate Academy

## Anti-Bullying Policy – Secondary Phase

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Version 1.0

Policy Owner	Isabel Ambrose, Academy Principal
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Ratified Date	
Review Date	
Review Frequency	Annually



## **1. Purpose and expectations**

- to ensure that all students, parents/carers, staff and governors are aware of the high expectations of The Greenshaw Learning Trust and Yate Academy in terms of Anti Bullying
- all students are expected to be courteous to each other, staff and visitors. All members of the school community have the right to learn and work free from intimidation and fear.
- to create a safe learning environment that is free from bullying and in which all students are empowered to keep themselves safe;
- to encourage enthusiasm for all aspects of learning, creativity and Academic success;
- to embrace difference, encourage tolerance and challenge prejudice;
- to prepare students to become responsible adults.

## **2. Bullying is defined as:**

- A series of actions intended to intimidate, taunt or humiliate an individual or group; or persistent behaviour that results in the individual being intimidated, taunted or humiliated.

## **3. Bullying may include:**

- Physical violence
- The threat of physical violence
- Damage to personal property
- Cyber bullying
- Verbal taunts or insults about the individual or that individual's family and home life • Insulting comments about someone's race, religion, culture, gender, sexuality or beliefs • Mocking the beliefs and values of an individual or religious or social group
- Taunting about physical characteristics
- Taunting about an individual's desire to learn or their abilities
- Deliberately passing on comments about an individual
- Deliberately making a situation between individuals or groups worse by comments, inaccurate comments and inaccurate accounts of events or actions
- Deliberately undermining the work and efforts of an individual or group
- Deliberate isolation of an individual or group
- Repeated intimidation of an individual by comment, gesture or look

## **Social Media:**

- Parents/carers are expected to take responsibility for monitoring their child's use of social media and text messages and ensuring they do not engage in bullying behaviours outside of school time.

- School staff are unable to deal with every incident that occurs outside of school hours and may advise parents/carers to involve the police.

**Protocol:**

1. Reported by student
2. Statements taken (Pastoral Managers)
3. Statements reviewed (Pastoral Managers/ Behaviour Lead)
4. Meeting with students
5. Parents contacted
6. Possible Actions: Academic Reintegration/ Restorative meeting/ Behaviour Report/ Behaviour Stages/ Exclusion as appropriate
7. Incident and actions recorded on Sims (Pastoral Managers)

**Further strategies/ Actions:**

- Keeping the perpetrator out of general circulation
- Keeping the victim in a place of safety
- Statements taken from all concerned, either written or spoken
- Victims counselled and offered referral to outside agencies where appropriate
- Parents of victim/s informed or contacted
- Possible temporary exclusion of perpetrator(s)
- Perpetrator(s) warned of serious nature of bullying and educated about the impact of bullying
- Groups who have witnessed or colluded in bullying addressed
- Accounts to be placed on the files of victim(s)/perpetrator(s) and others involved
- Teachers of relevant groups and individuals to be made aware of the situation • Where a law may have been broken appropriate involvement of the school's community police officer
- Restorative/mediation meeting with perpetrator and victim where appropriate
- If the bullying continues, then this will be considered as a grave breach of school conduct and sanctions will be deployed in line with the school's behaviour policy.

**Discrimination:**

- Discrimination of any kind will not be tolerated in school.
- Any derogatory comments about a protected characteristic will be investigated and sanctioned where appropriate.
- Yate Academy strives to be an actively anti-racist school Possible sanctions will include:

- Restorative conversations between students involved
  - Coaching from PCSO/ Police representative
  - Academic Reintegration
  - Exclusion
  - Permanent Exclusion
- The procedure will be the same as with any other type of bullying but these incidents will be recorded separately and reported to the Chair of Governors.