

Policies & Procedures

Anti-Bullying Policy

Date policy approved	Spring 2018
Approving body	Abbey MAT Board of Directors
Next review date	Spring 2021
Previous review date	



**Bishop
Young**
CHURCH OF ENGLAND
ACADEMY

Part of



Bishop Young C of E Academy

Anti-Bullying Policy

Rationale

This policy has been devised to:

- Meet both our legal and moral obligations as a caring community;
- Maintain a high quality of life for all members of the academy community;
- Establish the principle within our academy community that the conscious and deliberate desire to frighten, threaten or hurt someone, either by physical assault, verbal abuse, including intimidation, or any other methods of causing anxiety or distress including racist bullying, homophobic bullying, trans bullying, on-line bullying, peer on peer bullying and gender bullying is totally unacceptable.

Outcomes

We aim to:

- Achieve a situation whereby bullying is recognised as unacceptable behaviour by every member of the academy community;
- Obtain full support of parents in supporting our anti-bullying policy.

Process

We aim to achieve these outcomes by:

- Educating students against all types of bullying including racist bullying, homophobic bullying, cyber bullying, trans bullying, on-line bullying, peer on peer bullying and gender bullying;
- Encouraging all students via PSHCE, pastoral systems and through visual displays around the academy to report incidents of bullying to their Form Tutor, to their Cathedral Leader, to Mr Jason Askham, Head of Pastoral Care, to Mr Kilkenny, Assistant Principal for Care and Conduct or to the Student Senior Leadership Team (SSLT);
- Treating seriously, and thoroughly investigating all reports and allegations of bullying;
- Supporting victims throughout the process, including the use of restorative practices as appropriate.

- Reporting all incidents of homophobic and racist bullying to the local authority via the electronic hate incident reporting system (HIRS) for schools;
- Using an investigative process which involves the victims of bullying recording the incident in writing using a pro-forma supplied by the Cathedral Leader or Head of Pastoral Care;
- The student displaying the bullying behaviour also being invited to record the event(s) in writing;
- The Cathedral Leader or Head of Pastoral Care discussing the incident(s) with both parties and mediating when appropriate;
- Informing the parents of both parties of the problem, either by telephone or in writing, if the conclusion of the Cathedral Leader or Head of Pastoral Care is that the matter is serious enough to be taken further;
- Using the academy's behaviour policy to sanction bullying behaviour by the removal of privileges, or applying detentions or other suitable sanctions that will be decided by the Cathedral Leader or Head of Pastoral Care and by recording the behaviour(s) on Classcharts. In the case of 'online bullying' the academy reserves the right to confiscate mobile phones or other electronic devices and instruct a student to 'open' a phone. Where a student fails to comply, a sanction will be put in place. The academy may also, at the discretion of the Principal, or senior staff acting on his behalf, confiscate the phone and open it upon reasonable suspicion of it being used for online bullying;
- Information on criminal activity will be passed to the police;
- Referral to the Vice Principal or Principal in the case of severe or repeated cases of bullying, so that the young person displaying the bullying behaviour is excluded from the academy community.