



## NINESTILES SCHOOL AN ACADEMY

### Ninestiles Academy Trust Mission Statement

Ninestiles Academy Trust will be nationally and internationally acknowledged as a high achieving, innovative and exciting group of schools which recognise and respect the richness and diversity of their communities. The trust will be structured and resourced to meet the needs of 21st century students and pupils. Within a caring environment, we will develop and reinforce the values, skills and attributes which promote good citizenship and lifelong learning. Parents, directors and academy councillors, and the wider community will work in partnership with our committed, appropriately skilled workforce and our students and pupils, to ensure that high quality learning takes place.

Outcomes will be outstanding.

Policy title	Anti Bullying Policy
Rationale	<p>Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case. Disciplined schools create a whole-school environment that is conducive to good discipline rather than reacting to particular situations. From DfE 'Preventing and Tackling Bullying Advice for School Leaders' (2011)</p>
Policy statement	<p><b>Prevention</b>            Ninestiles School, An Academy has created an ethos of good behaviour where students treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other students, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older students who set a good example to the rest.</p>

### Intervention

Ninestiles School, An Academy applies disciplinary measures to students who bully in order to show clearly that their behaviour is wrong. Our disciplinary measures are applied fairly, consistently and reasonably taking account of any special educational needs or disabilities that the students may have and taking into account the needs of vulnerable pupils. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator.

It must be recognised that there is some degree of bullying in all schools, regardless of age range, type, locality or composition of intake. It is predominantly a secretive activity carried out in hidden places and away from the eyes of teachers and other adult workers in school. Children are frequently unwilling to tell their teachers or parents that they are being bullied. Teachers can contribute to children's unwillingness to tell by frequently dismissing their "tittle tattle" or "tale telling". Within our school it is important that students have a clear message about bullying and its consequences.

- 1) All students must be aware of what is understood by
  - a) Physical bullying
  - b) Verbal bullying
  - c) Electronic bullying

**Physical bullying** can range in severity from a punch to an assault. For most people it is the physical form that comes to mind when they think of bullying, mainly because it is visible. But **verbal bullying** can be equally hurtful and emotionally bruising. It can range from teasing and taunting to abusive comments about a person's appearance, ability, clothes and so on. **Electronic Bullying** may take the form of text messages, emails, social media sites, videos posted on websites such as 'YouTube', the creation of unpleasant websites on the internet or images sent via mobile phone. These can be highly distressing and sent to large audiences very quickly leading to group intimidation, ridicule or exclusion from social groups.

- 2) The consequences of bullying will always be outside BfL. Any teacher who suspects that bullying is taking place should inform the form tutor, relevant Director of Standards or any member of the Behaviour Management Team.

The perpetrator will be sent home and required to return with their parents. He/she will only be allowed to return to school after guarantees are made by both the student and parents that this will not happen again.

If there is a repetition, the person involved will be given fixed term exclusion or a Governors' warning depending on the severity of the incident. Further repetition is likely to lead to permanent exclusion. To aid the recording of this all bullying incidents will be recorded on the schools 'Incident log' so patterns can be tracked.

- 3) All students must be aware of this information and understand it.
- 4) Students must be encouraged to support each other and encourage any student who is bullied to tell a member of staff.
- 5) Students can use the Student Helpline icon on the school Cloud 9 network to alert staff of any bullying.

	<p>6) These will always be treated in confidence and any information or complaint will be dealt with sensitively.</p> <p>Our knowledge of the current situation at Ninestiles School, An Academy indicates that bullying is not a major school problem. There is no room for complacency however, and we need to ensure that all new staff and students are aware of their rights and responsibilities and of the procedures to be followed.</p> <p>In a multicultural school racism can take many forms and must not be tolerated. Racism is included in our anti-bullying policy but in addition, any member of staff who observes racist behaviour is required to report on this to the Principal or one of the Vice Principals in keeping with the school race equality policy. The same procedure should be followed for any homophobic bullying.</p>
<b>Monitoring and review</b>	The VP and AP responsible for behaviour will monitor records of bullying on a termly basis and report directly their findings to the SLG.
<b>Links</b>	Behaviour for Learning Policy Exclusions Policy
<b>Staff responsible</b>	All Staff
<b>Committee responsible</b>	Ninestiles Academy Council
<b>Date approved</b>	06 May 2014
<b>Review date*</b>	May 2015

*\*Please note that should any further national guidance be issued by external agencies that are relevant to this policy, it will be updated accordingly prior to the review date shown above and referred to the next academy council meeting*