



The
Portsmouth Academy

ANTI-BULLYING POLICY

Lead Professional:	Assistant Principal: ECA
Agreed:	09 February 2019
Planned Review Date:	Bi-annually
Governor Committee:	Behaviour and Safety

The Portsmouth Academy Anti-Bullying Policy

1. Objectives of this Policy:

The Portsmouth Academy's Anti-Bullying Policy outlines what we will do to prevent and challenge bullying. The policy has been drawn up through the involvement of the whole school community.

2. Our school community:

- ❖ Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- ❖ Supports staff to promote positive relationships and identify and challenge bullying appropriately.
- ❖ Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- ❖ Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- ❖ Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹.

3. Definition of bullying:

Bullying is "Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally".

Bullying can include: name calling, taunting/mockery, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; excluding people from groups and spreading hurtful and untruthful rumours.²

4. 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.
- ❖ Bullying related to special educational needs.
- ❖ Bullying related to appearance or health conditions.
- ❖ Bullying related to sexuality.
- ❖ Bullying of young carers or looked after children or otherwise related to home circumstances.
- ❖ Sexist or sexual bullying.
- ❖ Cyber bullying.

5. Bullying outside school:

- ❖ Head teachers have the legal power to make sure pupils behave outside of school premises (state schools only).
- ❖ This includes bullying that happens anywhere off the school premises, eg on public transport or in a town centre.
- ❖ School staff can also choose to report bullying to the police or local council.²

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

6. Preventing, identifying and responding to bullying

We will:

- ❖ Work with staff, outside agencies and other professionals to identify all forms of prejudice-driven bullying.
- ❖ Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- ❖ Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- ❖ Train all staff to identify bullying and follow school policy and procedures on bullying.
- ❖ Actively create "safe spaces" for vulnerable children and young people

7. The Law.

Some forms of bullying are illegal and should be reported immediately to the police. These include:

- ❖ Violence or assault
- ❖ Theft
- ❖ Repeated harassment or intimidation, eg name calling, threats and abusive phone calls, emails or text messages
- ❖ Hate crimes**

8. Involvement of pupils / students

We will:

- ❖ Regularly canvas children and young people's views on the extent and nature of bullying.
- ❖ Ensure pupils know how to express worries and anxieties about bullying.
- ❖ Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- ❖ Involve pupils in anti-bullying campaigns in schools.
- ❖ Publicise the details of helplines and websites.
- ❖ Offer support to pupils who have been bullied.
- ❖ Work with pupils who have been bullying in order to address any issues they have.

9. Liaison with parents and carers

We will:

- ❖ Ensure that parents / carers know whom to contact if they are worried about bullying.
- ❖ Ensure parents know about our complaints procedure and how to use it effectively.
- ❖ Ensure parents / carers know where to access independent advice about bullying.
- ❖ Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

10. Links with other school policies and practices

This Policy links with a number of other school policies and procedures including:

- ❖ Behaviour for Learning Policy
- ❖ Confidentiality Policy
- ❖ The recording of racial incidents

11. Monitoring & review, policy into practice

We will review this Policy once every two years or sooner if incidents occur that suggest the need for review. The school uses the guidance by the DCSF* and the Anti-Bullying Alliance** to inform its action planning to prevent and challenge bullying.

12. Responsibilities

This Policy can only be effective if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

13. It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Principal, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Principal to communicate the policy to the school community.
- Pupils to abide by the policy.
- Parents to support the policy.

The contact for this policy is: The Assistant Principal: ECA

* *DCSF Guidance "Safe to Learn: Embedding anti-bullying work in schools"*

<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn/>

** DCSF Guidance "Bullying at School."

<https://www.gov.uk/bullying-at-school>

*** *Anti Bullying Alliance guidance*

http://www.anti-bullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412x