

Anti-Bullying Policy

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1. Rational

Bullying in any form will not be tolerated at the Thomas Deacon Academy (TDA). It is entirely contrary to the character values that we hold at the TDA - courage, compassion, commitment, confidence, courtesy and curiosity. All stakeholders of the TDA community have a right to work in a secure, safe and caring environment and also have a responsibility to contribute in whatever way they can in maintaining this positive environment.

2. Vision

Our vision is to create learning environments where all pupils and students are valued and feel safe from bullying behaviours. Where a strong ethos promotes the fundamental British value of tolerance and respect (including respect for difference and diversity) as well as compassion and courtesy, positive interpersonal relationships will flourish. All forms of harassment are not tolerated and we will ensure that students, parents/carers and staff understand what is meant by bullying and how to report incidents of it.

3. Principles

3.1 We believe at Thomas Deacon Academy that everybody regardless of their individuality has a right to feel safe and secure. In this context there is a zero-tolerance approach to any form of bullying be it physical, verbal, emotional or through the use of technology. The Thomas Deacon Academy Anti-Bullying policy supports the academy's *Behaviour Policy* and *Responding to Prejudiced Related Incidents Policy* and is an integral part of our practice ensuring student well-being. Keeping pupils/students safe and helping them to manage their relationships is essential in maintaining standards and to ensure a productive learning environment.

3.2 The philosophy that informs the life of Thomas Deacon Academy is that every individual is important and entitled to respect. Where bullying does arise, it will be viewed seriously and dealt with immediately. Our policy is proactive as well as reactive and is dependent on effective communication between staff, students, parents/carers and the Academy Committee.

3.3 We will work with our student body to ensure they are actively involved in the promotion of our stance on bullying and to directly support their peers, including the appointment of Anti-Bullying Ambassadors.

3.4 We will deal with incidents of bullying both inside school and where bullying outside of school is reported to school staff. Where any type of bullying outside of school is reported it will be investigated and acted on immediately. This includes incidents occurring away from the school premises and incidents occurring over social media.

4. Definition

4.1 - TDA acknowledges the Anti-bullying Alliance definition of bullying as, "the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power."

Bullying is harmful and usually involves the repeated and persistent misuse of power by an individual or group towards one or more persons. It is usually targeted and sustained.

4.2 - Bullying behaviour can be:

- **Physical** abuse e.g. hitting, punching, kicking, scratching, tripping, spitting, pushing, pinching, taking or breaking someone's things.
- **Extortion** e.g. taking property or demanding money and/or services.
- **Verbal** abuse e.g. name calling, gossiping, teasing, putdowns, sarcasm, insults, threats, inappropriate comments.
- **Non-Verbal** abuse e.g. hand signs, eye contact or body language.
- **Emotional** abuse e.g. threatening or intimidating someone.
- **Social** e.g. ignoring, excluding, ostracising, alienating, or isolating someone.
- **Psychological** e.g. undermining, criticising or spreading rumours, hiding or damaging possessions.
- **Prejudice-Related** bullying is connected with prejudices around belonging, identity and equality in wider society in particular prejudices to do with Race, Gender, Sexual Identity, Disability and Home Life (e.g. parental occupation, poverty and social class). *See separate policy.*
- **Cyber** or virtual bullying through social networking, or using mobile phones e.g. malicious text and email messages, inappropriate use of camera phones, malicious comments on social media.

4.3 - Conflict between students and single incidents of unkind behaviour are not defined as bullying. Bullying behaviour is not:

- students not getting along well (friendship friction);
- a situation of mutual conflict;
- single episodes of unkindness or random acts of aggression or intimidation.

Any such incidents will be recorded by staff as an 'unkind behaviour' event. A record of these events will be viewed by pastoral leaders on a daily basis who will escalate the incident to bullying, if they identify repeated instances of this behaviour.

The academy will respond to acts of unkind behaviour, and incidents of bullying, according to the TDA Behaviour Policy.

5. Responsibility of students:

- Refrain from becoming involved in any kind of bullying.
- Report to any member of TDA staff if they have witnessed or suspect instances of bullying.

6. Responsibility of teaching staff:

- Lead by example by demonstrating the TDA values (6 C's) and the high standards of behaviour we expect of our students. Foster our students' self-esteem, self-respect and respect for others.
- Discuss bullying with all classes and in all aspects of the curriculum so that all students are aware of the effects of bullying and TDA policy and expectations.

- Be alert to bullying and follow TDA procedures and polices when reporting bullying to Tutors and year teams.
- Report any instances of unkind behaviour on SIMS/EduLink One.
- Report any instances of bullying via MyConcern.

7. Responsibility of associate staff:

- Lead by example by demonstrating the TDA values (6 C's) and the high standards of behaviour we expect of our students. Foster our students' self-esteem, self-respect and respect for others.
- Be alert to bullying and follow TDA procedures and polices when reporting bullying to Tutors and year teams.
- Report any instances of unkind behaviour on SIMS/EduLink One.
- Report any instances of bullying via MyConcern.

8. Responsibility of pastoral staff:

- Lead by example by demonstrating the TDA values (6 C's) and the high standards of behaviour we expect of our students. Foster our students' self-esteem, self-respect and respect for others.
- Monitor incidents of unkind behaviour and bullying, on a daily basis.
- Take appropriate and proportionate action to support the victim of any such incidents.
- Apply appropriate and proportionate sanctions to the perpetrator(s) of any such incidents, in line with the TDA behaviour Policy.
- Seek advice and guidance from senior staff, when necessary.
- Record, monitor and review any incidents of bullying, updating the academy tracker as appropriate.

9. Responsibility of parents/carers:

- Advise their child(ren) to report any bullying to academy staff, or report it themselves.
- Advise their child(ren) not to respond to bullying in an inappropriate or aggressive manner.
- Work with academy staff in a mutually respectful and positive manner in order to successfully resolve any incidents of bullying.

10. Preventative measures:

- All student concerns relating to unacceptable behaviours from others are listened to and acted upon in an appropriate and proportionate manner.
- Systems are in place for students to report bullying including dedicated year teams and tutor time at the start of each day.
- Students are aware of, and feel that they can report, bullying which may have occurred outside school including cyber-bullying.
- All allegations of bullying are investigated and, if confirmed, are acted upon with clear procedures and sanctions specified and applied consistently.
- Consequences for students who bully are appropriate and proportionate and are consistently applied, taking into account the specific needs of the student(s).
- Support for students who are being bullied, and those who are identified as taking part in bullying, is also offered via our pastoral system.
- Work with the wider community, such as the police and children's services, takes place where bullying is particularly serious or persistent or where a criminal offence may have been committed.
- Effective staff training takes place to ensure the bullying agenda is prominent. Staff are clear on the definition of bullying, the signs of bullying and are alert and equipped to deal with incidents as they occur.
- Staff, through internal training will understand the principles and the purpose of the Academy's policy, the legal responsibilities regarding bullying and where to seek support.
- Dedicated curriculum and tutorial time are used to promote awareness and understanding of the need to combat bullying.
- Build on the work completed to achieve the BIG (Bullying Intervention Group) Award, presented to TDA in July 2020 for excellence in bullying intervention.
- Continue to recruit, train and utilise Anti-Bullying Student Ambassadors to support their peers and promote TDA's stance on bullying.