



NORTH BIRMINGHAM ACADEMY

ANTI - BULLYING POLICY

Definition:

Bullying is an intentional act that causes emotional, psychological and physical harm to others. It is an act which may happen once or repeated over a period of time.

One of North Birmingham Academy's principal aims is to create a community where all students can thrive in healthy and safe surroundings. Where all young people can enjoy, contribute and achieve in an environment where measures are taken to encourage good behaviour, respect for others and challenge all forms of bullying. These include all forms prejudice-related, such as bullying, racist, sexist, homophobic, faith-based, ageist, body image, disability and cyber bullying.

THE ACADEMY UNDERTAKES TO:

- ◆ Provide space and time for students and parents/carers to discuss concerns
- ◆ Always deal with issues/concerns regarding incidents
- ◆ Deal with all reports speedily, fairly and positively
- ◆ Take account of evidence and all views
- ◆ Provide anonymity for the victim whenever possible/necessary
- ◆ Offer support and advice for the victim
- ◆ Offer support and advice for the bully
- ◆ Adopt a problem solving approach
- ◆ Operate a system of sanctions, which will reflect the seriousness of the incident

RESPONDING TO REPORTED INCIDENTS:

We encourage students to challenge incidents of bullying by:

- ◆ Maintaining a high level of awareness throughout the academic year, through assemblies, PSHE/Citizenship lessons, poster, curriculum activities, anti bullying workshops and pastoral support.
- ◆ Providing systems which make it easy for students to report incidents confidentially
- ◆ Taking incidents reported seriously and responding to them as quickly as possible
- ◆ Providing training for all staff so that they can respond appropriately when incidents came to their attention

- ◆ Work in partnership with other agencies whenever necessary to resolve incidents
- ◆ Providing a safe and secure monitored environment

STRATEGIES WHEN DEALING WITH INCIDENTS:

We recognise that when bullying takes place that as well as the involvement of the bully/ies, there may also be followers and bystanders who may compound the situation. Therefore, when an incident is reported verbal or written reports from all involved, including witnesses are obtained wherever possible.

- ◆ Involve parents/carers as soon as possible if appropriate
- ◆ In partnership with the victim strategies will be considered according to the individual incident
- ◆ The victim and bully/ies will be informed of outcomes when appropriate
- ◆ In addition to addressing bullying in accordance with existing sanctions we will try to provide help towards modifying bullying behaviour

BULLYING OUTSIDE SCHOOL:

The Education and Inspections Act 2006 (EIA 2006) outlines some legal powers which relate more directly cyber bullying. Head teachers have the power “to such extent as is reasonable” to regulate the conduct of pupils when they are off site, or under the control or charge of a member of staff.

Safe to Learn:

Embedding Anti-Bullying Work in Schools

DCFS 2007

“All children, young people and adults have the right to learn and work in an environment where they feel safe and are free from harassment and bullying”

Birmingham Education Service

Anti-Bullying Statement

Approved by North Birmingham Academy Governing Body on:

Date of next review:

Lead Manager: