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# FUTURE ACADEMIES

LIBERTAS PER CULTUM

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**ANTI- BULLYING POLICY**

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# Pimlico Academy

## Anti-Bullying Policy 2020-21

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## Section 1: Introduction

### 1.1 Statement of intent

Pimlico Academy is committed to providing a caring, safe and scholarly environment for all students. Bullying of any kind is unacceptable in our academy. If bullying does occur, all students should feel able to inform an adult, and be assured that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a member of staff.

This anti-bullying policy should be read in conjunction with the academy's safeguarding and behaviour policies, which are available to view on our website.

## Section 2: Bullying

### 2.1 Bullying

Bullying can occur by an individual or group. Bullying can be defined as someone saying or doing hurtful things, repeatedly and on purpose. Bullying is not limited to the physical boundaries of the academy and bullying can take place online. Any bullying, where ever it occurs, is completely unacceptable and is not tolerated inside, or outside the academy.

Within the academy, we define bullying as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

### 2.2 Examples of bullying

Bullying can present itself in a number of different forms. These include:

- Physical bullying
- Verbal bullying
- Emotional bullying
- Online bullying
- Racial bullying
- Sexual bullying

Bullying can involve name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading rumours. Bullying can also take the form of a number of other hurtful actions. These actions can take place in isolation, or in groups of individuals.

In some instances, bullying can be targeted to a particular characteristic or individual quality. Specific examples of this can include: racial bullying, bullying people with disabilities or special educational

needs, bullying related to appearance, bullying targeted at sexual orientation, and bullying related to socio-economic status.

The academy upholds a zero tolerance approach to bullying. The academy understands that bullying is never acceptable, is never tolerated, and is never justified as 'banter' or in 'jest'.

## 2.3 Educating against bullying

Pimlico Academy adopts a number of preventative measures to stop bullying from occurring inside and outside of the academy. Some of these measures include:

- A dedication to the teaching students about mutual respect, tolerance and celebrating individual liberties, as part of our social, moral, spiritual and cultural education
- A comprehensive programme of assemblies, including educating students about bullying and the use of case studies
- Dedicated sessions during Tutor Time about the different types of bullying and the impact bullying can have on individuals
- Promoting and rewarding students for demonstrating good character within school
- Informing students about the "Educateagainsthate" programme to combat prejudice and discrimination
- Educating students about who the safeguarding team are
- Adopting a culture of acceptance of racial, sexual, religious or cultural differences
- Using case studies and news articles of bullying and the impact of bullying across the curriculum
- Teaching students how to protect themselves through e-safety
- Promoting an ethos of love and care at all times
- Training staff to spot the signs of bullying, such as appearing withdrawn, being unable to concentrate, change in behaviour, unexplained injuries, repeated damage or lost items, intermittent absences and truancy.
- A comprehensive and robust duty rota before, during and after school to help deter and identify potential bullying
- Regularly reviewing bullying policies and procedures

## Section 3: Procedures

### 3.1 The balance of probability

When a bullying incident is reported, the academy will investigate using the civil standard of proof. This means that academy will apply 'the balance of probability' and seek to ascertain whether an event is more likely to have occurred than not. The academy does not need to meet the criminal standard of proof, which requires proof 'beyond all reasonable doubt'.

### 3.2 What happens when a child discloses bullying

The academy takes all reports of bullying very seriously. Students and parents are encouraged to report any form of bullying as soon possible so it can be investigated thoroughly. During the investigation, both the alleged victims and perpetrators may be asked to write an account of what they have experienced. This will be used to form an opinion of the events and possible outcomes. Teachers may be asked to comment, as well as other members of the student body who are involved

in the situation. If appropriate, CCTV imagery, social media or telephone communications may be requested.

In some cases, it may be appropriate to bring the alleged bully and victim together to give their respective accounts and agree to a solution to the problem moving forward. The academy will always attempt to sort out the problem internally where possible, usually using the child's Head of Year or Pastoral Leader to support. The restorative meeting often helps parties feel reconciled and able to move past the bullying incident. Should repeated bullying incidents occur after the restorative meeting, further interventions and sanctions will be used, at the discretion of the academy.

The academy also works in partnership with our Safer Schools Police Officer who can provide pastoral assistance to students at risk of being bullied or of becoming a bully themselves. Parents will be informed if our Safer Schools Police Officer is requested to speak to students after an incident.

Depending on the outcome of the investigation and any restorative process, an appropriate sanction may be issued, which could include:

- Writing a letter of apology
- Sitting a detention
- Internal Exclusion
- Fixed Term Exclusion
- A managed move
- Permanent exclusion

### 3.3 Recording incidents of bullying

Where bullying occurs, it is recorded on the academy's bullying log by a member of the pastoral team. The bullying log is reviewed regularly by the academy's safeguarding team to identify any trends and inform our future provision.

### 3.4 Responsibilities

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the victim and the bully, and the importance of telling a teacher about bullying when it happens
- Be alert to signs of distress and other possible indications of bullying
- Listen to children who have been bullied, take what they say seriously and act to support and protect them
- Report suspected cases of bullying to the Pastoral Leader and/or Head of Year
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures

We expect our students to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
- Report to a member of staff any witnessed or suspected instances of bullying

We ask our parents to:

- Watch for signs of distress or unusual behaviour in their child, which might be evidence of bullying
- Advise their child to report any bullying to a member of staff and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
- Advise their child not to retaliate violently to any forms of bullying
- Be sympathetic and supportive towards their child, and reassure them that appropriate action will be taken
- Keep a written record of any reported instances of bullying
- Inform the academy of any suspected bullying, even if their child is not involved
- Work collaboratively with the school if their child is accused of bullying

Pimlico Academy – Anti-bullying policy

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