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HOLYROOD

— ACADEMY —



POLICY

# BULLYING POLICY

*Updated: June 2020*

*Review: June 2023*

## Holyrood Academy Bullying Policy

This policy was written in conjunction with a student working party of 25 students from all year groups 7-13

### Statement of intent

- Bullying and unkindness, whether physical or emotional, are entirely unacceptable at Holyrood Academy. It conflicts sharply with the school's principles and we will always treat it seriously. Bullying is anti-social behaviour and affects everyone; it is unacceptable.
- The aim of this anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. We are committed to providing a caring, friendly and safe environment for all of our students, so they can learn in a relaxed and secure atmosphere. If bullying does occur, all students should be able to tell, and know that incidents will be dealt with promptly and effectively.
- All members of Holyrood Academy, students and adults, have the right to enjoy their lives free of bullying and harassment. Anyone who feels bullied or intimidated has the right to expect the Academy to listen and to act promptly and sensitively to deal with the problem. The Academy will investigate any such incidents.

### Holyrood Academy's definition of Bullying:

Holyrood Academy students defined bullying as:

- A **repeated** and **deliberate misuse of power** in a relationship.
- It can involve an **individual** or a **group** misusing their power, over one or more persons who feel **unable to stop it** from happening.
- Bullying can happen **in person or online**, via various digital platforms and devices and it can be **obvious** (overt) or **hidden** (covert).

It is defined as behaviour that is:

- intended to hurt someone either **physically, socially, emotionally or psychologically**.
- often **discriminatory, it is aimed at certain groups**, for example because of race, religion, disability, gender, gender identity or sexual orientation.

It takes many forms and can include:

- physical assault and intimidation
- verbal abuse or name calling
- cyberbullying - bullying via mobile phone or online
- exclusion of an individual
- harassment

It is noted that peer-on-peer abuse is a form of bullying and, in line with the school's Safeguarding Policy, any peer-on-peer abuse will also be treated as a safeguarding matter and passed to the Designated Safeguarding Lead (Please refer to the safeguarding Policy for further information on peer-on-peer abuse).

Additionally incidents that fit the description of hate crime will be reported as such to the police. We define hate crime to be: a crime, typically one involving violence, that is motivated by prejudice on the basis of race, religion, sexual orientation, or other grounds.

With the advance in new technologies, we are aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately. With this in mind, our Academy has an ICT acceptable use policy which all students and parents sign.

### The Academy's responsibility

It is the Academy's responsibility to:

- Provide a safe learning environment for all.

- To train staff appropriately to deal with bullying and give clear guidelines about what should happen next.
- Ensure staff take incidents seriously and understand procedures or reporting.
- Provide a morally sound curriculum that addresses the causes and effects of bullying, and educates students about its inappropriateness in society.
- Reduce bullying by effectively educating students about the impact bullying has on an individual.
- Contact parents of both victims and perpetrators and keep them informed of incidents.
- Sanction those who persistently bully appropriately.

### **Governor's responsibilities**

To ensure that the Head Teacher and Senior Team achieve the academy's responsibility, and to hold the academy to account where it fails to do so.

### **Staff responsibilities**

- Staff will provide a safe learning environment for all.
- Staff will take victims seriously, listen to, and record their accounts fully.
- Staff will foster positive and open relationships with students, which allow victims to raise concerns without fear.
- Staff will support victims and let them know that it is not their fault.
- Staff need to be vigilant to all potential forms of bullying both inside and outside of the classroom at all times, and challenge behaviours that they believe may cause harm.
- When staff encounter issues of bullying, they must see these as opportunities to educate the bully, and to challenge their behaviour.
- Staff will serve to educate all students in their care about the unacceptable nature of bullying as part of the curriculum.
- They will teach students about the impact of bullying on victims, and the consequences it may have.
- Where necessary, staff will impose appropriate sanctions for bullies and inform parents of their child's inappropriate behaviour.
- Staff will recognise the value of supporting student well being.

### **Student responsibilities**

Students are key in the creation of a safe and supportive environment. Students have significant power to make the school a safe place to be by reporting bullying in order that it can be addressed and sanctioned.

- Students will respect and actively engage with a safe learning environment for all.
- Students will report bullying whenever they see it to staff directly, or by using anonymous emailing link.
- Student witnesses will encourage and support victims to help them report bullying.
- Students will engage with all aspects of the curriculum including matters around bullying and peer on peer abuse.

### **Anti Bullying procedures**

If an incident of bullying is reported, these procedures will be followed:

- The member of staff to whom the bullying is reported will take the report seriously, listen to the victim and procure a full statement describing the details of what is happening, including witness names, times and locations, and record this on SIMs
- The member of staff will reassure the victim that the bullying is not their fault.
- The member of staff will report the case of bullying to the victims and the perpetrators tutor and Year Head

- The alleged bully will be interviewed at a later stage by a member of their tutor or year leader separately from the victim, and it will be made clear why their behaviour was inappropriate and caused distress.
- If appropriate, a disciplinary sanction will be given as set out in the Academy's code of conduct with regards to bullying. For example: detentions, periods in isolation and fixed term exclusions. In particularly serious and/or persistent cases, the bully may be permanently excluded.
- The parents and carers of the victims will be informed by the tutor
- The parents and carers of the perpetrators will also be informed, and depending on the seriousness of the incident may be contacted by letter and/or invited into school to discuss the matter by their tutor or year leader.
- In very serious cases, and only after the Head Teacher has been involved, it may be necessary to make a report to the Police or to the Social Services. In line with Keeping Children Safe in Education 2019 (KCSIE 2019) a bullying incident should be addressed as a Safeguarding concern where a child is suffering, or is likely to suffer, significant harm. In line with KCSIE 2019 all peer-on-peer abuse will also be treated as a Safeguarding matter.

### **Anti Bullying strategies**

These are some of the strategies the academy can use to identify bullying:

- Regular promotion of anti bullying in assemblies.
- Annual anti bullying survey to research and identify key areas to address.
- Use of CCTV within the school grounds to help with the prevention of bullying.
- Duty staff every morning, break time, lunchtime and after school.
- Staff focus on the bullying policy and their responsibilities.
- An anonymous e-mail address to report any incidents of bullying.
- Strong pastoral leader presence around the school so that students feel comfortable in reporting any issues.
- The training of well being champions in years 9-13 to support students in the reporting of incidents.
- The use of restorative justice where possible to improve relationships.

### **Parent's role:**

- Much of bullying is through social media. Please regularly monitor your child's use of texting, Instagram, Twitter and other social media sites.
- Talk to your child on a regular basis, so any problem is easier to share.
- If you believe your child is being bullied, or is a bully, please contact the Academy as soon as possible with as much information as you are able to provide.
- If your child is a victim, assure them that it is not their fault and that you are going to do something to help.
- Be realistic in your expectation. Sometimes on-going problems can take time to resolve.
- Be co-operative with our school and not be aggressive. Without a good working relationship between parents and the school the situation could deteriorate, which won't help you or them.
- Young people can't solve bullying on their own. They will need the support of parents/carers and the academy to do this.

This policy will be reviewed every three years.