



THE
ADEYFIELD ACADEMY

Longlands, Hemel Hempstead, Hertfordshire HP2 4DE
t: 01442 406020 f: 01442 406025
e: admin@adeyfield.herts.sch.uk
www.adeyfield.herts.sch.uk

Anti-Bullying Policy

Date: September 2021
Review Date: September 2023
Co-ordinator: Mr B Dumpleton

Signed by..... Dawn Mason (Principal)

Signed by..... Kim Bristow (Chair of Governors)

1. Statement of Intent

This policy should be read in conjunction with the school's Behaviour Policy and the school's Equality of Opportunity Policy.

Every member of this school has the right to learn in an appropriate and safe atmosphere. Abuse of any kind is unacceptable. Positive action is needed from all responsible adults. We are committed to the view that everyone is part of our community and we have a shared responsibility to ensure that bullying is unacceptable and not tolerated. Every member of this school is equal and should be treated with respect. We take all instances of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

This policy is underpinned by our school values of ambition, respect, courage, dignity and compassion.

2. Definition of Bullying

Bullying is acting in a systematic, on-going deliberately hurtful way and involves an imbalance of power. It can leave children hurt, distressed or frightened.

Forms of bullying:

- Physical: the use of any violence
- Emotional: tormenting, excluding or threatening
- Verbal: teasing, spreading rumours, sarcastic comments, name calling
- Psychological: deliberately excluding or ignoring people
- Cyber: use of internet, social media, email, threats by text
- Sexual: unwanted or inappropriate contact or comments
- Direct control: "you can't be my friend unless..."
- Graffiti: offensive names, comments written in public or private spaces

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender Identity (Transphobic bullying)
- Special Educational Needs or Disability
- Home circumstance (bullying looked after children)
- Any identified differences

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take on any of the forms of bullying listed above and will be appropriately challenged and sanctioned.

A Prejudice-based incident is a one off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. These are taken seriously and those involved will be sanctioned in line with our behaviour policy.

Bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

3. Reporting an incident

All members of the school community; staff, students, parents and carers, have a responsibility to look out for potential signs of bullying and report it to the relevant staff. The school has a clear and concise system of dealing with issues raised by parents, carers or students.

- Students are encouraged to share their concerns/issues with their Form Tutor, Head of Year, member of the Safeguarding Team or their identified 'Trust Adult' as signposted in their planner
- Once an incident has been reported, all students (separately) will be interviewed and the Head of Year will undertake an investigation
- All those involved will be asked to complete written statements (including any witnesses)
- The Head of Year, in conjunction with SLT will decide whether the incident will be managed internally or whether to involve parents/carers or external agencies
- If a student is injured, details of the injury are recorded and witnessed with the parent/carers permission. If there is a serious injury the Principal is informed and the police may be contacted

Parents will be kept informed and are discouraged from taking matters into their own hands and should not approach a suspected student but speak to a member of staff.

4. Dealing with an incident

The staff and Governors take reports of bullying seriously. The school will discuss with all parties the appropriate resolution to any issue that is raised. Whenever possible all parties will be reconciled. Each case will be monitored to ensure that the inappropriate behaviour(s) has stopped.

When an incident of bullying occurs the school will undertake the following steps;

- Make sure that all reported incidents are taken seriously and dealt with swiftly
- Undertake a sensitive investigation that supports the victim (Form Tutor/Head of Year/SLT)
- Work with the people/groups deemed as the bullies and try to identify what led to the behaviour
- Undertake restorative work with all parties involved, where appropriate, using external agencies where necessary
- Make sure that all incident(s) are logged on the school's bullying log

Students who are victims of bullying will be offered the opportunity to discuss their experience with their Form Tutor or another member of staff, and be offered support in terms of access to counselling to restore self-esteem and build confidence.

Students who have been bullied will be helped by; discussing what happened, discovering why the student became involved and establishing a sense of wrong-doing. Parents/carers will be informed to help change the attitude and behaviour of the student.

The following disciplinary steps may be taken:

- Verbal or written warning to cease offending
- Exclusion from certain areas of the school premises or certain activities
- Detentions
- Isolation
- Referral to senior staff and/or external agencies
- Internal fixed term exclusion
- External fixed term exclusion

In very serious cases permanent exclusion may be considered.

5. Prevention

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include:

- Effective school leadership that promotes an open and honest anti-bullying ethos
- Use of curriculum opportunities, in particular tutor periods through discussions from 'theme of the week powerpoints' and PSHE classes where issues of diversity are discussed and anti-bullying messages are drawn out
- Use of opportunities throughout the school calendar to raise awareness of the negative consequences of bullying, e.g. Anti-Bullying Week
- Whole school assemblies
- Pupil feedback questionnaires through 'every second counts' and bi-weekly student voice meetings
- Poster campaigns
- Improved supervision during breaks and lunch with the support of duty leads in our 6th form
- Good Will Ambassadors; a student leadership role whose role is to peer mentor and support other students
- Staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school
- Advice and information about bullying and the schools approach is communicated to parents/carers through our social media channels, APA and Parent Pit Stops
- Every student reads and signs The Home School Agreement which clearly states that pupils should treat each other with respect
- The TAA (Tolerance, Awareness and Appreciation) board is our anti-bullying noticeboard which is prominently displayed within the school. Good Will Ambassadors undertake projects related to the 'be kind' initiative

6. Responsibilities of staff

Our staff will:

- Foster in our students self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students
- Discuss bullying with classes, so that every student learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher when bullying happens
- Be alert to signs of distress and other possible indications of bullying
- Gather feedback from students annually through our anti-bullying audit

7. Responsibilities of students

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
- Not stand by and watch others be bullied and refuse to inform an adult
- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets

8. Responsibilities of parents/carers

We expect all parents/carers to:

- Watch for signs of distress or unusual behaviour in their children, which might suggest evidence of bullying
- Advise their children to report any bullying to staff and explain the impact of allowing bullying of either themselves or others to continue
- Advise their children not to retaliate violently to any form of bullying
- Inform the school of any suspected bullying, even if their children are not involved
- Cooperate with the school even if their children are accused of bullying
- Highlight the impact of bullying, both for the children who are bullied and the bullies themselves

9. Monitoring, evaluation and review

The school will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school, SLT and the Governors will be kept up to date with regard to all incidents, interventions and outcomes related to bullying. The school will ask for feedback from both students and parents to further evaluate and review the impact of this policy.

Helpful organisations

Childline 24hr

Family Lives

Advisory Centre for Education

Telephone number

0800 1111

0808 800 2222

0207 354 8321

Website addresswww.childline.org.ukwww.familylives.org.ukwww.ace-ed.org.uk

Youth Access

Bullying UK

Anti– Bullying Alliance

NSPCC

Children’s Legal Centre

0300 011 5142

0808 800 2222

0800 1111

0808 800 5000

0808 802 0008

www.youthaccess.org.uk/www.bullying.co.ukwww.anti-bullyingalliance.org.uk/www.nspcc.org.ukwww.childrenslegalcentre.com