Isca Academy

Anti-Bullying Policy 2023/2024

Date of last review: January 2023   Date of next Review: September 2024

Prepared by: Jamie Engineer

Document Date	Filename	Mtg Submitted	Summary of Changes Required
September 2019	Anti-bullying policy	Sept 2019	New policy
September 2021	Anti-bullying policy	Sept 2021	Minor amendments
June 2022	Anti-bullying policy	June 2022	Minor amendments

1. Vision

Our vision is to ensure that all students learn in a supportive, caring and safe environment without the fear of being bullied. Ensuring every student feels safe and cared for at Isca Academy is of the upmost importance.

At Isca Academy, bullying is one of our non-negotiables as it is anti-social behaviour which affects everyone and will not be tolerated. We aim to ensure all students feel confident to seek support from our Academy should they feel unsafe, as only when all issues of bullying are reported and addressed, will students be able to fully benefit from the opportunities available at Isca Academy.

2. Definition of Bullying

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.' Safe to learn: embedding anti-bullying work in schools (2007). It is important to remember that bullying differs from teasing or falling out with friends or other types of aggressive behaviour.

Bullying occurs when a person or group of people deliberately deny the dignity of another individual or group who they perceive as vulnerable. Bullying is sustained or habitual behaviour by an individual or group that:

- Is meant to hurt or control – the person or people carrying out the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident
- Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves and often feel powerless

Occasionally an incident may be classed as bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases such as sexual, sexist, racist, homophobic and disability bullying etc.

3. Types of Bullying

There are many different types of bullying that can be experienced by children and adults alike, some are obvious to spot while others can be more subtle. The different types of bullying that we look at below are some of the ways that bullying could be happening.

4. Physical bullying

Physical bullying includes hitting, kicking, tripping, pinching and pushing or damaging property. Physical bullying causes both short term and long-term damage.

5. Verbal Bullying

Verbal bullying includes name-calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse. While verbal bullying can start off harmless, it can escalate to levels which start affecting the individual target. Keep reading in this section for techniques to deal with verbal bullying.

6. Emotional/Social Bullying

Emotional and social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Social/emotional bullying includes:
- lying and spreading rumours
- negative facial or physical gestures, menacing or contemptuous looks
- playing nasty jokes to embarrass and humiliate
- mimicking unkindly
- encouraging others to socially exclude someone
- damaging someone's social reputation or social acceptance.

7. Cyber Bullying

Cyber bullying can be overt or covert bullying behaviours using digital technologies, including hardware such as computers and smartphones, and software such as social media, instant messaging, texts, websites and other online platforms.

Cyber bullying can happen at any time. It can be in public or in private and sometimes only known to the target and the person bullying. Cyber bullying can include:
- Abusive or hurtful texts emails or social media posts, images or videos
- Misuse of associated technology i.e. camera or video facilities
- Deliberately excluding others online
- Nasty gossip or rumours
- Imitating others online or using their log-in

8. Additional types of bullying can also include:

Sexual – unwanted physical contact or sexually abusive comments

Transgender/Homophobic- because of, or focusing on sexual orientation

Racist – racial taunts, written, verbal or gestures

Religious – because of, or focusing on religious or cultural practices

Disability – because of, or focusing on students with disabilities or additional needs

Health and Appearance – because of, or focusing on the appearance of a student (weight, hair, clothing, eyesight etc.)

The above is not a definitive list. In order for Isca Academy to ensure all students are safe and cared for, all bullying must be reported and acted upon swiftly in a culture that promotes openness and challenges 'by-standing' and incitement.

9. Identifying and reporting a concern about bullying

All concerns about bullying will be taken seriously and investigated thoroughly

In the instance where bullying has not been reported by the victim or bystanders, all school staff will be alert to the signs of bullying and act promptly and firmly against in in accordance with its policy and the Academy's Child Protection Policy.

It is important to remember that students who are bullying others also need support to help them understand and change their behaviour.

Students who are aware of bullying and report it can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All students will be encouraged to report bullying by:

- Talking to a member of staff of their choice
- Talking to their Tutor, Assistant Head of Year or Head of Year
- Speaking with an Anti-Bullying ambassador
- Completing an anti-bullying report form that outlines all details of the incident(s)

Parents should report concerns about bullying to their child's Tutor, Assistant Head of Year or Head of Year and support the Academy in tackling it. Trying to resolve bullying directly with the bully or their families without professional mediation and support can lead to problems escalating.

10. Responding to report of bullying

- If bullying is suspected or reported, the students Assistant Head of Year and/or Head of Year should be contacted swiftly along with the Anti-Bullying Lead coordinator.
- Heads of Year, Assistant Heads of Year and Anti-Bullying Lead will co-ordinate the support, intervention, resolution and review of the concerns raised, ensuring they keep all parties informed.
- Appropriate support and sanctions will be put in place for each individual case.
- All reports and actions will be documented and kept for future reference.

11. Students who have been bullied will be supported by:

- Discussing what happened and establishing full context with pastoral staff and anti-bullying ambassadors.
- Pastoral staff and anti-bullying ambassadors establishing the wrong doing which has taken place and its extent.

- Pastoral staff working closely with parents and carer to resolve issues raised
- Use of special interventions and/or referrals to other agencies where appropriate.
- Co-ordinate ongoing support as required which might involve mediation or restorative justice.

12. The Role of the Parent and Carers:

- Parents and Carers are pivotal to successful outcomes and most concerns about bullying will be resolved through discussion and mediation between home and the Academy.
- Where a student is involved in bullying others outside the Academy i.e. in the street or through the use of the internet, parents and carers will be expected to support the Academy in addressing their child's behaviour.

13. Prevention Measures

- Raise awareness of the nature of bullying through active tutorial, assemblies, Anti-bullying week, cross curriculum links, informal discussions.
- Training staff members to identify the signs of bullying in students and actions to take.
- Seek to develop links with the wider community and external agencies that will support an inclusive, anti-bullying educational environment.
- Develop students into anti-bullying ambassadors to support students and lead the anti-bullying initiative across the Academy, coordinated by the Anti-Bullying Lead.