



The Sutton Academy

Anti-Bullying Policy

Status	Non-Statutory
Responsible Trustee Committee	Curriculum & Standards
Date last approved by TB	09/11/2020
Responsible Person	Ms G Medare
To Review Date	November 2022
Last Amended Date	November 2020

Committee Curriculum & Ethos

Title: The Sutton Academy Anti Bullying Policy

POLICY STATEMENT:

The Sutton Academy is committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at The Sutton Academy. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.

Scope of the policy and procedure:

The Policy applies to all Students.

Associated Policies and Procedures and any other references:

Access to the Policy:

This policy will be held on the academy website accessible by all viewers.

Post - Holder to Contact

Ms G Medare

Introduction

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. Bullying of any kind is unacceptable at The Sutton Academy. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell the staff. It is important that students who do bully learn different ways to behave.

The Sutton Academy definition of bullying:

Any action which makes someone feel unhappy. This may not always be deliberate. These actions may be verbal, psychological or physical.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Diabolist: comments and name calling
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet ,such as email & internet chat room misuse
- Mobile threats by text messaging & calls
- Misuse of associated technology , i.e. camera & video facilities
- Peer on peer

Objectives of this Policy

- All trustees, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All trustees and teaching and non-teaching staff should know what the Academy policy is on bullying, and follow it when bullying is reported.
- All students and parents/carers should know what the Academy policy is on bullying, and what they should do if bullying arises.
- As an Academy we take bullying seriously. Students and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away

- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

Please refer to Appendix A.

Our Academy Community

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to identify and tackle bullying appropriately
- Ensures that students are aware that all bullying concerns will be dealt with sensitively and effectively.
- Reports back quickly to parents/carers regarding their concerns on alleged bullying.
- Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant statutory voluntary organisations when appropriate.

What to do if you think a student is being bullied.

Encourage the student to talk about his/her experiences. It may help the student just to be aware that someone else knows.

Report immediately to the Year Team or a senior member of staff via CPOMS or verbally.

There is an email support line on the academy website in which you can contact and raise any concerns you have. You will receive a response from a member of the Academy Leadership team within. Further details in Appendix A.

What to do if a student complains of being bullied.

- Get a complete account of the incident or incidents. Are there friends, classmates or witnesses who can verify any accounts?
- Get a written statement from the student(s).
- If you can identify the bullies as other students from the Academy, talk to a Head of Year who will complete paper work and start investigations.
- The bullies should be spoken to regarding the complaint. An informal warning may be sufficient.

- The student's Head of Year will arrange for a member of staff, chosen by the student either being bullied or at risk of being bullied, to offer support on a continual basis until such time as the student and his/her parent are satisfied that conditions have returned to normal.
- It may be appropriate to get the bullies and victims together to give their respective accounts and propose/agree to a solution – propose that sorting out the problem internally as individuals is preferable to one of the possible following scenarios:
 - further sanctions (detention, exclusion)
 - written record on student's Academy file (affecting future references)
 - parents being contacted
 - contacting the police (if the incident is serious)
 - referral to Educational Psychologist
 - Form E Bullying & Harassment LA Incident Recording Form. Pastoral Managers will complete and sent to the LA.
- It may be appropriate to conduct separate follow-up meetings with the victim and bully to ensure that the problems have been sorted out.

What staff will do if they see a student being bullied - Confronting Bullies.

- Challenge the student's responsible – recording names and tutor groups.
- Record the incident in writing and pass to Head of Years and CPOMS.
- Depending on the nature of the incident, it may be necessary to call the ALT who will follow the procedures outlined in the policy.
- Head of Years arrange for a meeting to discuss the incident – pointing out the consequences that may follow if the issues are not resolved to a satisfactory end. See the possible scenarios above. .
- The meeting may involve students (bullies and victims) and any such staff as may be considered appropriate – Form Tutor, Achievement Leaders, A Member of the Academy Leadership Team and Parents.
- A follow-up meeting with the victim must take place to ensure that the situation has been resolved and that the student knows that he or she is supported by the Academy.
- A follow-up meeting with the bully must take place to ensure that the student is supported in modifying his or her behaviour. Targets may be set and progress towards them reviewed. Support for the bully may involve referral to another agency.

The Sutton Academy definition of bullying:

Any action which makes someone feel unhappy. This may not always be deliberate. These actions may be verbal, psychological or physical.

How does the Academy deal with this?

The Academy will deal with incidents of bullying incredibly seriously. We understand that students aren't always aware of what impact their actions are having on others but should be tackled none the less. Any accusations of bullying is recorded and all students involved spoken to as well as parents. Depending on the nature of the bullying a range of consequences may be considered.

If the bullying continues at this point – this becomes serious bullying, as the actions are continuing despite the fact that the students know the impact they are having. This now becomes a serious consequence in the academy which may result in permanent exclusion or/and police involvement.

How to report bullying?

Bullying can be reported to any member of staff. Students can also approach our Anti Bullying Ambassadors at any point. Information can then be passed to the appropriate staff member.

There is also a Report Bullying email link on our webpage for pupils or parents to contact the academy directly. Emails are automatically sent to the Principal Mr P Willerton. This link is located under the student tab.

Who to speak to about this?

All staff in the academy are available for parents or students but the following members of staff need to be made aware by students, staff or parents/carers of any incidents:

Year 7 – Mr Friar (Head of Year), Mr A Cawley (Achievement Leader)

Year 8 – Mr Hughes (Head of Year), Mr R Hughes (Achievement Leader)

Year 9 – Ms Keenan (Head of Year), Ms E Flynn (Achievement Leader)

Year 10 – Mrs D Wilson (Head of Year), Ms R Lithgow (Achievement Leader)

Year 11 – Miss Tickle or Mrs Bibby (Head of Year), Mr L Tootle (Achievement Leader)

In addition you can inform any member of the Senior Leadership Team.

Mrs G Potter (Designated Safeguarding Lead) and Ms G Medare (Assistant Principal) will be made aware of any incidents to track the impact of any actions taken.

All staff at the academy will deal with bullying issues but if anyone within The Sutton Academy community (students, staff, parents/carers) does not feel they are being listened to or the issues are being addressed, please contact Ms G Medare or Mr Willerton directly.