



St Mark's C of E Academy Policy

Policy Title	Anti-Bullying	Version No	1
Rationale	St Mark's aims to be a safe and secure learning environment in which all members of the community are respected and able to reach their potential.		
Policy Statement	<p>1. Why we must STOP Bullying?</p> <p>Bullying affects everyone, not just the bully and their victim but also the bystanders who witness the violence, intimidation and the distress of the victim.</p> <p>2. What is bullying?</p> <p>The following behaviours have been identified as bullying behaviours.</p> <p>Physical: Pushing, kicking, hitting, pinching, and any other forms of violence, threats</p> <p>Verbal: Name-calling, sarcasm, spreading rumours, persistent teasing</p> <p>Emotional: Excluding (i.e. sending to Coventry), tormenting (i.e. hiding books, threatening gestures), ridicule, humiliation</p> <p>Racist: Racial taunts, graffiti, gestures</p> <p>Sexual: Unwanted physical contact or abusive comments.</p> <p>Homophobic: Homophobic taunts that are verbal or physical, graffiti or cyber bullying that are prejudiced against lesbian, gay or bisexual people.</p> <p>Cyber bullying: Cyber- bullying is any form of bullying, slander or abuse that involves the use of new technologies such as e-mail, websites, phone calls and text messages, use of digital cameras to send insulting images or intrude on privacy.</p> <p>If you are being subjected to a sustained level of Unpleasantness, which includes any of the behaviors listed, then this should be treated as bullying and reported to your House Coach, Pastoral Manager or Head of House. You can also report any incident of bullying using our on line 'sharpe system'. (See student planner for how to access this secure and confidential website).</p> <p>3. How are you feeling?</p>		

If things are not going too well you may be feeling generally unhappy. Perhaps you are snappy and often find yourself in a bad temper. Are you getting into trouble at home and school? Do you ever find yourself trying to persuade your parents not to send you to school? Are you getting tummy aches, headaches especially in the mornings or Sunday evening?

In these situations it's important to talk to someone rather than struggling along on your own.

Sometimes you will experience relationship problems with others. In the majority of cases the difficulties are part of growing up and although you may feel unhappy about 'falling out' with those involved such incidents are not necessarily bullying incidents. However, you may still want support in order to cope in these situations. Talk to your parents, or your Coach or Pastoral Manager or Head of House. If you have a friend who is unhappy, offer support or encourage them to seek help.

4. Why should we report bullying incidents?

Sometimes students do not want to report bullying incidents because they are frightened that this will make the situation worse. At St Mark's Academy this is not normally the case.

Not reporting a bullying incident allows the bully to continue with their bullying behaviour.

This is not good for the bully, who needs help in order to change their antisocial behaviour, or for those who are the victims or those who witness such events.

5. Once you have reported the bullying incident in school a member of staff will talk to you the same day and will go through your statement if one has been made at home, or will take a statement.

The incident will be logged and your Pastoral Manager, if they are not already dealing with the incident, will be informed.

An investigation will take place.

This will usually take the form of your Pastoral Manager talking separately to the bully/bullies and to any witnesses.

Action will be taken. It is likely that school staff and others will use a 'no blame approach' because this has been found the most successful method of dealing with bullying incidents.

- If it seems appropriate you and the bully may meet with your House Coach or Pastoral Managers to discuss what has been happening and to agree a way forward. It may be appropriate to inform the parents of those involved.
- The school may organise a conference involving all parties. The Head of House or your Pastoral Manager could chair such a conference.

	<ul style="list-style-type: none"> • Some incidents may warrant the intervention of the Safe School Officer who might organise a more formal 'Restorative Justice' conference. <p>6. Consequences</p> <p>There will be consequences for bullying behaviour. The consequences will vary according to the severity of the incident but all incidents of bullying will be treated seriously.</p> <p>Typical consequences include:</p> <ol style="list-style-type: none"> 1. Informing the parents of the bully who will possibly be called into school to discuss the behaviour of their child. 2. Bullying incidents will be logged in the students file for a fixed period of time. Previous bullying incidents will be taken into consideration. 3. The bully may write a letter of apology to those involved. 4. The bully will be made aware of his/her behaviour and its effect upon others. 5. The bully will be segregated from other students during break and lunch times for one or more days. 6. In very serious situations the bully will be excluded from lessons to supervision room or excluded from school for a fixed period. 7. The bully will be given counselling and help to improve their behaviour. 8. Outside agencies may become involved. 9. The Head of House, Vice Principal and the Principal will become involved when offences are repeated / very serious. <p>The Pastoral Manager will keep parents informed and will monitor all those involved after conflicts have been resolved.</p>
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Staff Responsible		LPE	
School Group Responsible		Standards	
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