



Manor Drive Secondary Academy

ANTI- BULLYING POLICY (STUDENTS)

PRESENTED TO GOVERNORS DURING THE AUTUMN TERM 2022

Date approved: ¹	8 December 2022
Date reviewed: ²	
Date of next review: ³	Summer 2025

¹ This is the date the policy was approved by the meeting

² This is the date the policy was reviewed prior to its approval above

³ This is the date as set by the policy review clause or the date approved plus three years

1.0 Introduction

Manor Drive Secondary Academy is totally committed to the concept that everyone within our Academy should feel safe, content and supported and to that extent will adopt a zero tolerance in all forms of bullying.

1.1 Aims and Objectives

The ongoing and long-term aim of the policy is to reduce the number of students who experience bullying through increasing awareness of this behaviour, its causes and consequences in the students, staff, parents and carers who make up the Academy community, and to help students find and put into practice a series of solutions to the problem of bullying.

- 1.2** The policy also aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that all members of the Academy community know what they can expect from the Academy and what the Academy expects of them, with regard to bullying.

2.0 Consultation

Staff and students are regularly consulted about what constitutes positive behaviour. Students receive regular reminders and updates about rewards, rules and sanctions.

2.1 Other relevant policies/statements

- Manor Drive Secondary Academy Behaviour for learning principles, sanctions and classroom code
- Code of conduct for teachers
- Code of conduct for students
- Home/ Academy agreement
- Safeguarding
- Physical Intervention Policy
- Behaviour Policy

3.0 What is bullying?

There are many different definitions of bullying in use, however most agree that the key factors that make behaviour bullying, as opposed to, venting frustration or a non-bullying incident of physical or verbal violence/aggression are:

- Repetition of behaviour, systematically undermining a person
- Intending to hurt someone either physically or emotionally

- 3.1** Bullying is the abuse of power by one person or persons over another, regardless of ability, intent or understanding.

- 3.2** Any form of bullying is unacceptable and will not be tolerated at this Academy.

4.0 Managing Bullying

- 4.1
- When bullying is reported it will be taken seriously.
 - Staff will work with the students who are being bullied to help them feel safe.
 - Staff will work with the students who are bullying to change the bullying behaviour.
 - Wherever possible, staff will work with the parent/carer(s) of any student who is being bullied to support and encourage that student in finding solutions to the bullying.
 - Wherever possible, staff will work with the parent/carer(s) of any student who is bullying to support and encourage that student in finding alternatives to the bullying behaviour.
 - Staff will involve, where necessary, staff from outside agencies in supporting students who are experiencing bullying or who are bullying.

4.2 Students who are involved in bullying can expect to face sanctions which are applied in varying degrees of frequency and severity as follows:

- Verbal reprimand
- Communication with parents / carers
- Negative behaviour points
- Moving student seats
- Removed from lessons
- Break / lunch / after school detention
- Subject / Tutor Report
- Internal Exclusion (part / full day)
- Fixed Term Exclusion
- Permanent Exclusion

5.0 Students

5.1 As part of the Academy community, students have a responsibility to help combat bullying by supporting other students when they are vulnerable. If students know someone is being bullied they should let a member of staff know immediately. Students can expect to be taken seriously and that action will be taken to stop the bullying behaviour.

5.2 If students are ever worried for their own or another student's physical safety (including if they are afraid that a student may harm himself/herself), **they should not hesitate to tell a member of staff** so that they can take immediate action to keep the student safe.

5.3 Students who are being bullied

If students are being bullied, they can expect:

- To be listened to and taken seriously
- Action will be taken to stop the bullying
- An opportunity to talk about the way that the bullying has made them feel and to use strategies to deal with these feelings and to understand and cope with bullying behaviour

5.5 Students who are bullying

Bullying has no place at this Academy. If students are involved in bullying they can expect that:

- Their bullying behaviour **will** be challenged
- They will be treated fairly
- They will be given the opportunity to change their behaviour and encouraged and supported in doing so
- They will be dealt with using the appropriate sanction as outlined in 4.2 above

6.0 Parent/Carer(s)

6.1 Staff will do their best to address any concerns that they may have about bullying, and they will be asked to co-operate with the Academy in supporting their child and promoting the message that bullying behaviour is not acceptable.

6.2 If a child is being bullied, parent/carer(s) can expect that:

- They will be listened to and believed
- Staff will ensure that they are involved in the process of supporting their child in dealing with bullying
- Staff will do their best to address any concerns they may have

6.3 If a parent/carer(s) child is bullying another student, they can expect that:

- They will be listened to
- Their child will be treated fairly
- Their child will be expected to change their bullying behaviour and supported and encouraged in doing so by staff
- They will support the Academy in any sanctions applied

6.4 If parent/carers have any concerns that another child who attends the Academy (eg a friend of their child) may be experiencing bullying, they should report this to the Academy.

7.0 Staff

All staff can expect to be properly trained and supported in dealing with bullying. All staff will be expected to:

- Promote an environment that is constructive and safe for all students through their own teaching practice and actions
- Follow the procedures set out in this policy when they are dealing with bullying
- Work in co-operation with colleagues, students, parent/carer(s) and staff

8.0 Governors

Governors can expect to be kept up-to-date on the progress of the Academy's anti-bullying work.

Governors will be expected to:

- Give feedback on the monitoring and evaluation of the anti-bullying policy and practices in the Academy
- Publicly support the Academy's anti-bullying message

9.0 Policy Review

The Governors will review this policy in line with the procedure for policy review.

Date for Review

If no other reason for review, this policy will be reviewed every three years by the Governors with the next review being in 3 years.