



Queen
Elizabeth's
— ACADEMY —

Appendix to Anti-Bullying Policy September 2021

Office use

Published:	Next review:	Statutory/non:	Lead:
September 2021	September 2022	Statutory	LTR QEA
Associated documents:			
Behaviour Policy			
Links to:			
https://www.diverseacademies.org.uk/wp-content/uploads/sites/25/2019/08/Anti-bullying.pdf			

Anti-Bullying Policy: Not OK at QEA

Inspired by **Luke 10:29 – 37** we give our all to all in appreciation to God who gave his all in Jesus, offering learning without boundaries and care without limits so that all our students can experience life in all its fullness.

These protocols will ensure that our students receive the support, both from within school and outside of school, which they rightly deserve. Allowing our students to flourish, be safe and be respected in a secure and nurturing environment that promotes togetherness, truthfulness and empathy.

At the Queen Elizabeth's Academy, we aim to ensure that all students behave well and every child is encouraged to flourish in a safe and supportive environment.

Aims:

- To create a positive ethos throughout the academy so that everyone feels they belong.
- To ensure that everyone is treated equally and with respect.
- To allow all our students to work in a climate that supports their learning and allows them to flourish as individuals and reach their full potential.
- To foster and develop our sense of Christian community based on love, forgiveness and acceptance of one another.

What is our policy at QEA?

- At QEA bullying of any form will not be tolerated.
- All reported bullying will be taken seriously.
- Bullying is NEVER acceptable.
- 3 Levels of bullying dependent on type- all reported on Sims

What is bullying?

'Actions by individuals/groups repeated over time, intended to cause physical or emotional hurt.'

Bullying can be:

- Physical - a child can be hit, kicked, punched, spat at.
- Verbal - name calling, whispering, threats, and spreading rumours. Directed at physical/social disabilities or personality.
- Isolation - a child can be bullied by being isolating from discussions/activities from those they believe to be their friends.
- Cyber - through use of mobile phones and the Internet. It may take the form of name-calling via chat rooms, social media, web pages, texts or phone calls. It may also include associated technology such as cameras and video facilities.

- Homophobic or sexual bullying
- Racial
- Non - accidental damage to property - students may be subjected to having their property stolen or damaged.
- Physical threats may be used by the bully, including a demand for money.

Action to take by adults:

- Look out for changes in student's behaviour - ask them directly if you have concerns.
- Contact someone at academy IMMEDIATELY. Strategies are in place for dealing with issues of bullying.
- Adults need to take an active role in student's time at the academy - ask what they have done in the day, especially at breaks and lunchtimes.
- Report, to the academy, any unusual incidents the child may have spoken about
- If the bullying occurs to and from the academy - if possible, try to arrange a different route with one or two trusted friends.
- Help them to try strategies - like simply shouting 'NO!' and to walk away with confidence.
- Reassure the child that this is not their fault.
- Do not prompt the child to fight back. This may make matters worse.
- **Most important of all - report any concerns as soon as possible - do not wait to see if things sort themselves out.**

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the bystanders. The names of these students should be reported also.

There is no hierarchy of bullying – all forms are taken equally seriously and dealt with appropriately. Bullying can take place between:

- young people
- young people and staff
- between staff
- between individuals or groups

Reporting and responding to bullying

Students should:

If someone at the academy bullies you, you **MUST** tell a **TEACHER** or any member of staff.

- If you feel too frightened to speak to an adult, talk to a friend and ask them to report with you.
- Tell your **PARENTS** - they can speak for you.
- Talk to friends, peer mentors or prefects - it may be easier for you to speak to a younger person.

- Use the anti-bullying email address to make a disclosure

Parents should:

REPORT IT IMMEDIATELY - If you suspect another child or group at the academy is bullying your child.

- Call the academy office between 8.30am and 4.00pm. Ask to speak to the Head of Year/Tutor, if unavailable; give your details and the details of the incident(s). Details will be recorded and an appropriate member of staff will be informed.
- The details will be passed onto the child's Head of Year/Tutor, who will deal with the situation in accordance with the academy policy.
- The Head of Year/Tutor will be in touch with you within 24 hours of your report being made, regarding the outcome and the action taken.

Staff should:

Report bullying to the pastoral team by email with a confirmed referral through Sims.

Visitors/Bystanders should:

Report all bullying to the academy reception.

- The academy investigates all complaints about bullying. All incidents of bullying are logged, monitored and acted upon.
- The Alleged Bullying Log will be used to ensure that all individual incidents are followed up.
- Reports will also be used to identify trends and inform preventative work in academy and development of the anti-bullying policy.
- The management of the bullying incident will involve a dialogue between a relevant combination of staff and students.
- In more serious cases the dialogue will include parents and/or supporting agencies. (E.g. Targeted Support, Police)
- Parents of any children involved in bullying will be contacted and kept informed.

When a student has been bullied, efforts will be made to:

- rebuild his/her confidence
- where appropriate help him/her to confront the bully and establish a better relationship
- to consider ways to modify his/her own behaviour to avoid repeated experiences

The academy will work with both the bully and the victim to repair the harm caused and try to ensure that the bullied student feels safe from further harm.

All teachers should seek to outlaw bullying behaviour in their responses to a student's behaviour and in the content of lessons, tutorials and assemblies and encourage students to support each other and show disapproval of bullies.

Responses to bullying are varied, depending upon context and the needs of all parties involved. ALL allegations are investigated and actioned accordingly.

Some strategies that can be used are:

- Learning more about bullying in lessons, the pastoral curriculum and assemblies/collective worship
- Using restorative practices
- Using a mentoring system
- Meeting with parents
- Students losing social time i.e. break and lunchtimes
- Structured social times
- Students being placed in Pre Exclusion room
- A fixed term exclusion from the academy

Introduced by	Assistant Principal Behaviour and Standards
Date of introduction	September 2021
Date of review	September 2022