



ARNOLD ACADEMY

POLICY STATEMENT: ANTI BULLYING and HARASSMENT

Statement of Intent

Whilst each school in the Harlington Area Schools Trust (HAST) has its own anti-bullying policy, the definition, aims and values are shared across all schools. Arnold Academy recognises that every pupil has the right to feel welcome, secure and happy, and able to enjoy learning free from intimidation or anxiety. We accept the need to create a safe environment for the young people in our care, so that parents / carers send their children to school in the confident knowledge that every effort will be made to protect all pupils from bullying.

Aims:

- To create an open, positive atmosphere in which every pupil is respected and valued as an individual.
- To assert clearly that we do not tolerate bullying or any kind of harassment.
- To open up channels of communication so that pupils are able to report and manage bullying and parents are familiar with the philosophy upon which our policy is written.
- To develop units of work across our curriculum to raise awareness and create a positive and open atmosphere.
- To ensure consistency of practice.

Definition

Bullying is deliberately hurtful, aggressive or insulting behaviour by an individual or group, repeated over a period of time with intent to cause emotional or physical pain and distress to the target. Bullying may be physical, social, psychological or verbal and can include harassment on the grounds of race, religion, gender or disability.

- Emotional being unfriendly, isolating, tormenting (e.g., threatening gestures etc.)
- Homophobic because of, or focussing on the issue of sexuality
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Sexual repeated unwanted physical contact or sexually abusive comments~ written or verbal

Responsibilities

Governing Body	Ensure that an anti-bullying / harassment policy is in place, implemented and regularly reviewed.
Headteacher	To ensure all staff are aware of the policy and procedures. To make the policy available to parents upon request.
Deputy Headteacher	To advise staff on appropriate action in the event of bullying / harassment incidents. To review and implement school policy. To support pupils by ensuring that their concerns are listened to and taken seriously.
Assistant Head Teacher & Pastoral Leaders	To deal with and record incidents of bullying or harassment and liaise with parents, staff and other students as appropriate.

	To ensure appropriate input during form assembly / tutor time to combat bullying.
All staff	To take appropriate action when bullying is observed or reported.

At Arnold Academy we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying and harassment of any kind is unacceptable at our school. If bullying or harassment does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school; this means that anyone who is aware that bullying or harassment is happening, is expected to tell the staff.

Why is it Important to respond to bullying / harassment?

Bullying has a damaging and harmful impact on the lives of thousands of children and young people each year. It affects their ability to learn, their relationships and their enjoyment of life. These effects can last long into adulthood. We have a responsibility to respond promptly and effectively to issues of bullying to support not only the target but also the bully.

Objectives

- All governors, staff, pupils and parents should have an understanding of what bullying and harassment is.
- All governors and staff are aware that every incident of bullying or harassment that is reported is fully investigated.
- All pupils and parents have access to the policy and understand the action to take in the event of concern.
- Pupils and parents are assured that their child will be fully supported.
- To inform everyone involved with Arnold Academy that neither bullying nor harassment in any form will be tolerated.

Procedures

1. Reported incidents will be investigated by the adult to whom it was reported within 24 hours.
 2. All incidents or threats of bullying must be sensitively handled to ensure the full facts are ascertained. (completion of a bullying incident report).
 3. All reported cases of bullying will be recorded by the Pastoral Leader. Upon completion, a copy is to be passed to the Assistant Head Teacher (Pastoral) to be filed for future reference. [If no further incidents occur whilst the child is at Arnold Academy the report will be removed when they transfer, should there be a repeated confirmed report then the information will be transferred on with the child].
 4. Whether proven or otherwise a report will be completed and filed.
 5. If the investigation does not support there was a genuine bullying incident then the pupil who believed they were the target will be supported by their pastoral tutor to explore and understand bullying.
 6. If the investigation supports a repeat of an initial bullying incident then parents will be informed and given an opportunity to discuss the problem.
 7. Restorative Practice will be employed to support both target pupil and bully.
 8. In serious repeated cases, exclusion will be considered (see behaviour policy).
 9. The target pupil may receive mentor support if agreed with the parent.
 10. The identified bully (bullies) will receive mentoring by the Assistant Head Teacher (Pastoral) to address the reason for their behaviour, with the intention of preventing further incidents.
 11. If necessary and deemed appropriate, the school's community liaison officer will be consulted.
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12. Pastoral tutors will be vigilant to the individuals involved in any incident to ensure they are supported in the future.

Outcomes

1. Pupils will be reconciled.
2. Bullying stops.
3. Pupils feel fully supported.
4. A whole school effective approach to bullying and harassment is in place.

Prevention

- We have an established caring school community with a high level of Pupil Voice; our School Council, Active Listeners and Smile Alliance (Anti Bullying Champions) support young people in school and act as ambassadors minimising the level of bullying at Arnold Academy.
- Within the school curriculum we provide an environment which nurtures positive relationships, social skills, care, mutual respect and self-esteem in order to minimise any bullying and harassment behaviour that pupils may employ over others.
- The impact of Values education and our Charter demonstrates to the broader community that we work towards stamping out all forms of bullying and harassment.
- We have created a safe environment where pupils can openly discuss their concerns, including bullying, without fear of further bullying or discrimination through work in PALM and during our daily Community Time activities.
- We have involved our pupils (Smile Alliance) in the development and delivery of strategies to prevent bullying through the adaptation of the pupil friendly version of the Anti Bullying policy.
- Building positive relationships, based on mutual respect, within the school which encourage pupils to tell and staff to listen.
- Pupils are well supervised during social time.
- Ensuring that pupils, parents/carers and staff are informed of the school's approach to bullying and the school's anti-bullying policy.

Reviewed by the Governing Body February 2019

Appendix (1)

Bullying / Harassment Incident Report

Name of target pupil	Tutor Group:
Name of bully	Tutor Group:
Other pupils involved	
Date of incident	
Summary of incident (attach pupil reports)	
Action Taken	
Parents informed	Yes ☐ No ☐ (please give reason)
Signature of staff and date of completion	

Upon completion, a copy of this report will be placed in a specific file for future reference which is kept in the school office
If the incident is of a racist nature, this will also be recorded in the school's racist incident log.
