

# STONE LODGE ACADEMY ANTI-BULLYING POLICY



Stone Lodge Academy

## Statement of Intent

At Stone Lodge Academy we are committed to providing a caring, friendly and safe environment for all of our pupils to enable them to learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying 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 knows that bullying is happening is expected to tell the staff.

## What Is Bullying?

Bullying is the frequent use of aggression (both implicit and explicit) targeted at the same person with the intention of hurting that person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting, intimidating (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
- Homophobic because of, or focussing, on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing, profanities directed at a person
- 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

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Under the Human Rights Act everybody has the right to be treated with respect. Pupils who are displaying bullying behaviour need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

## Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## **Signs and Symptoms**

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns or lacking concentration. Pupils may be frequently checking their mobile phones or be unwilling to take phone calls/check emails. Parents and schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

## **Procedures**

1. Report bullying incidents to staff
2. Incidents will be recorded by staff and the senior leadership team informed.
3. The behaviour team/ pastoral staff will talk to the pupils concerned.
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
5. If necessary and appropriate, police will be informed
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
7. Behaviour plans will be implemented to help the bully (bullies) change their behaviour
8. Pupils who have been subjected to bullying will be supported through pastoral care, 'meeting and greeting' at start/end of the day, given time to openly express their feelings with a trusted member of staff (either school based or through a specialist agency), reparation from the perpetrator and any additional measures designed to help them feel fully supported by the school community.
9. Parents/carers will be informed and consulted throughout the process.

## **Prevention**

- Through education through the PSHCE & citizenship curriculum,
- writing a set of school rules
- signing a behaviour contract if necessary
- every pupil in high school has received a booklet about bullying
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

## **Personnel**

The Safeguarding lead Rick Tracey. The behaviour lead is Gary Hunt.

## **Policy Development & Review**

This policy document was produced to work in conjunction with the behaviour policy, the Safe use of ICT policy, the safeguarding policy, the PSHCE curriculum and SLA's 5 Golden rules.

This document is freely available to the entire school community.

**Signed.....**  
**Chair of Governors**

**Date.....**

*Policy Links*

Behaviour

Child Safeguarding

PSHCE & Citizenship

Acceptable use of ICT policy