



THE BOURNE ACADEMY

The Bourne Academy Anti-Bullying Policy

VISION

Our Vision is to develop literate, numerate, global citizens who ASPIRE, i.e. they are: Ambitious, Self-confident, Physically literate, Independent, Resilient, Emotionally literate

RATIONALE

The Bourne Academy believes that all students should be empowered to achieve and aspire to the highest, be treated with respect and treat others with respect, and enjoy the Academy. We are committed to providing a safe and supportive environment for all students, staff, and visitors. We take a zero-tolerance approach to bullying in all its forms, and we aim to create a culture of respect, understanding, and kindness, in order that students can learn in an atmosphere of mutual respect for each other's views and approaches to life. Our aim is to provide a learning environment free of any threat or fear, which will enable us to support the aspirations, achievement and welfare of the Academy community.

If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell a member of staff. It is important that students who do bully learn different ways to behave

Bullying is defined as any deliberate, repeated, and harmful behavior directed towards an individual or group, by another individual or group. This includes verbal, physical, and online harassment, intimidation, and exclusion. The Bourne Academy has a duty of care to protect all students from bullying. We will take all allegations of bullying seriously and will investigate them promptly and thoroughly. The Anti-bullying Policy applies to all students on site and to students when they are travelling to or from the Academy. It also applies when a student is taking part in any Academy-organised or Academy-related activity. The policy will be implemented when bullying is reported to the Academy and after any necessary investigation.

The Equality act 2010.

The Bourne Academy adheres to the Equality Act 2010, which makes it illegal to discriminate against individuals on the basis of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

OBJECTIVES

For us as an Academy community:

- The whole Academy community is clear about the anti-bullying stance the Academy takes
- Students, as well as staff and other members of the Academy are fully engaged in developing and reviewing anti-bullying work in the Academy
- All students are clear about the roles they can take in preventing bullying, including the role of bystanders
- Every chance is taken to celebrate the success of anti-bullying work

For the Principal and all staff:

- They ensure that Academy policies on anti-bullying and associated aspects of Academy life meet statutory requirements
- They promote a climate where bullying and violence are not tolerated
- Raising awareness of the impact of bullying on individuals and the wider community
- They continually develop best-practice based on knowledge of what works
- Curriculum opportunities are used to address bullying and provide opportunities for students to learn about and celebrate diversity and inclusion
- Student support systems are in place to prevent and respond to bullying; offering support to vulnerable students which include disabled children/ children with SEN, those who are perceived to be LGBT, race and religion targeted, young carers, children in care, appearance targeted, sexist and sexual bullying.
- Take appropriate action to address the bullying, which may include sanctions, mediation, and support
- They have addressed the Academy site issues and continuously monitor safety on the Academy site
- All staff take part in relevant professional development, and are clear about their roles and responsibilities in preventing and responding to bullying
- All staff are aware of the importance of modelling positive relationships
- They work in partnership with parents, other schools and with Children's Services and community partners to provide safer communities

For the Governors:

- There is a review of the Academy anti-bullying policy every two years and, as a result the policy and procedures are updated as necessary

For Parents/Carers:

- They are clear that the Academy does not tolerate bullying
- They are aware of the procedures if they are concerned their child is being bullied or does not feel safe to learn, including the Academy's complaints procedure
- They have confidence that the Academy will take any complaint about bullying seriously and investigate/resolve as necessary and that the Academy systems will deal with bullying in a way which protects their child
- Parents/carers are advised that the Police Safer Neighbourhood Team is the relevant point of contact for any threatening situations during weekends, evenings or holidays.

For students who experience bullying:

- They are heard
- They know how to report bullying and get help
- They are confident in the Academy's ability to deal with the bullying
- Actions are taken to help them feel safe again
- They are helped to rebuild confidence and resilience
- They know how they can get support from others
- Encouraging students to speak out if they witness or experience bullying

For students who engage in bullying behaviour:

- Sanctions and learning programmes hold them to account for their behaviour and help them to face up to the harm they have caused
- They learn to behave in ways which do not cause harm in the future because they have developed their emotional skills and knowledge
- They learn how they can take steps to repair the harm they have caused

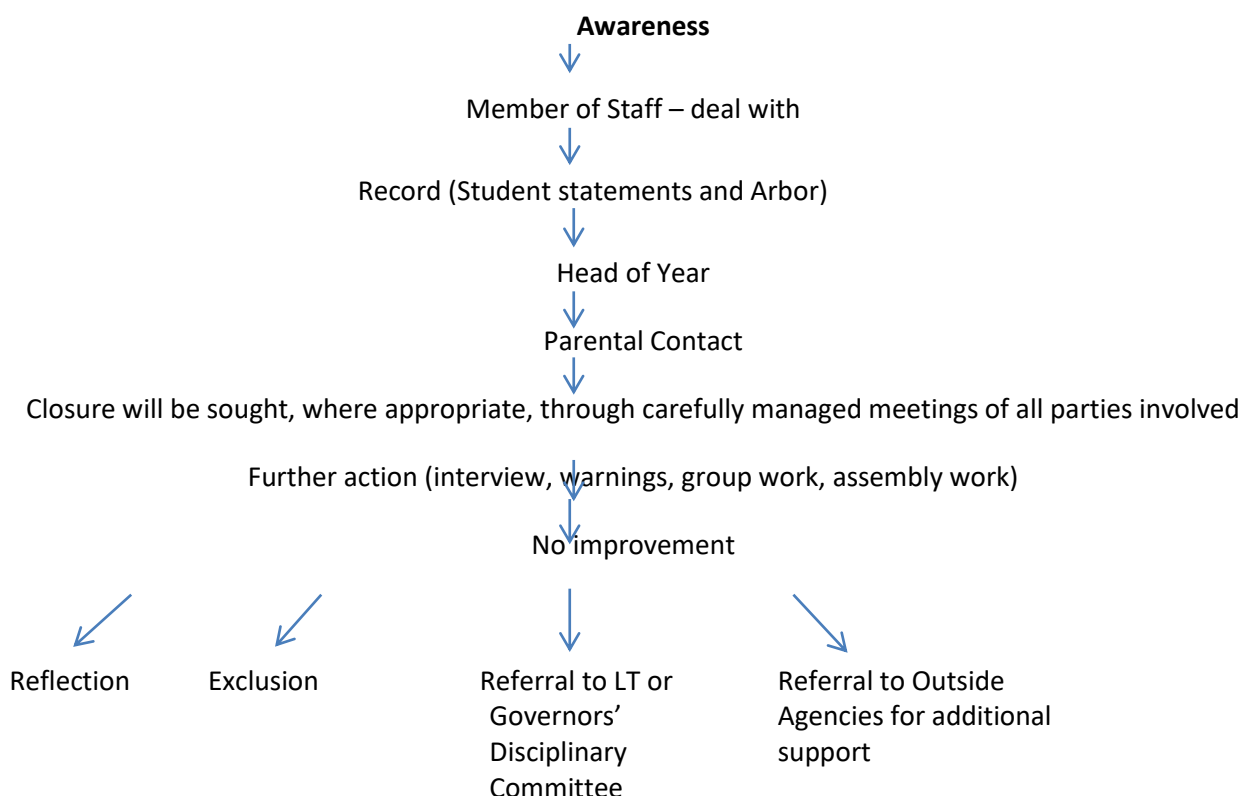
EXPECTATIONS

- Students are expected to be courteous to each other, staff and visitors and this is reinforced through positive example
- Students are encouraged to tell staff of any incidents of bullying whether directly involved or witnessed
- Parents/Carers are encouraged to approach the Academy with any concerns regarding bullying (or indeed any other concern). Information on dealing with incidents of bullying is also included in the student planner
- The Academy employs Heads of Years who are able record and investigate the incident and gather any evidence to investigate, involving all parties concerned
- Tutors and other staff are encouraged to deal with arguments between students as soon as they arise, concentrating on how to solve their differences in order that these do not escalate
- Staff who resolve or report incidents of bullying accurately log this on Arbor, using the relevant 'bullying' tab
- The banning of mobile phones on Academy premises (except for Sixth Formers who are permitted to use them in the common room). This is to minimise the opportunity for bullying via the use of mobile phones. Students cannot access Social networking sites in the Academy and the Academy system will pick up issues of abuse when using the IT infrastructure
- Suggestions are received from the School Council on areas for improvement or additional measures to promote good relationship amongst peers
- Year 7 students are offered an Induction Day and earlier September start in order to familiarise themselves with the environment and to meet their tutor and other pastoral staff. The system of support is explained, and students are encouraged to go to their Head of Year with any problems they have
- The Academy has worked to improve the usage of space in the playground/field to provide distinct seating areas, areas for more physical activity and the separation of year groups
- Provision may be made for those students who have difficulties at social time through The Bridge. Students may play games and undertake activities to further their social skills

- The Academy recognises that students will be at different stages of emotional development. For those struggling to cope with the demands of building the many different relationships needed to be socially adept, the Academy will provide extra support
- The Academy will look to provide anger management/emotional regulation programmes where possible
- The outside areas, dining facilities and toilets are supervised by staff during social times and ten minutes before the start of the Academy day. CCTV is in operation at all times, including covering areas where bullying might occur
- Senior staff supervise the dismissal of students at the end of the Academy day, both at the designated exits, in the grounds and in the road outside the Academy

PROCEDURES

- **Keep a record of incidents and issues:** An electronic record of all complaints about bullying and the response taken is kept. This record is reviewed regularly to ensure that appropriate action has been taken and that any necessary changes to policies and procedures are identified
- **Engage with parents and carers regarding concerns and complaints:** All reported incidents are taken seriously and followed up seriously. Parents/carers are included in planning and discussions where appropriate and are aware of the outcomes of actions taken
- **Listen to students and ensure that they have clear routes to responsive adults or peer mentors:** The views of students on how safe they feel within the Academy are sought on a regular basis, through discussion and questionnaire. All reported incidents are taken seriously. Students know what the Academy's policy on bullying is and how to seek help if needed
- **Teach and support the development of young people's social, emotional and behavioural skills.** Programmes are offered to students to aid them in becoming responsible students. Opportunities are provided for students to learn about diversity and resilience through assemblies, curricular and extracurricular activities



If a student is accused of bullying and is found not to have bullied, this will be reflected in Arbor entries.

OUT OF SCHOOL INCIDENTS

The Academy encourages parents/carers to let them know of any out of Academy incidents, so that the situation in the Academy can be monitored. However, incidents out of the Academy time where the Academy would not have jurisdiction cannot be dealt with by the Academy. The Academy does pass on concerns to parents/carers of any children involved and will liaise with the police where the matter has been referred by parents/carers to them. However, there are occasions, as specified in the Student Behaviour Policy, when the Academy does hold jurisdiction, despite an incident being out of Academy times. In these instances, any incident will be dealt with in line with this policy and the Student Behaviour Policy.

MONITORING, EVALUATION AND REVIEW

The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.

Reviewed and approved by Governors in Autumn 2024

Next Review Date: Autumn 2025