Leigh Academy Tonbridge

Anti-Bullying Policy

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Statement of Intent

We believe that every member of the Leigh Academy Tonbridge community should be treated fairly by all other members of that community. We also expect equal opportunities for everyone.

By fairness and equal opportunities, we mean:

- Feeling safe, welcome and not becoming a victim of bullying. By "bullying" we mean, any deliberate action that makes a person feel bad about themselves. This includes verbal and physical abuse.
- Respecting one another.
- Celebrating the diverse cultures and backgrounds of the school community.
- Recognising and understanding people's differences.
- Looking out for others, reporting, and/or intervening if bullying does take place.

Providing all members of the community with equal opportunities will ensure that no one at Leigh Academy Tonbridge should be made to feel left out. Each one of us should be responsible for the wellbeing of others. We expect the Academy to act to protect our rights and wellbeing.

Below are some examples of bullying:

- Name calling about appearance
- 'Banter' or 'just having a laugh' comments will be investigated and challenged by staff
- Cruel comments about how rich/poor someone is
- Being rude about how bright or unintelligent someone is
- Abuse or negative attitudes regarding another person's race/culture
- Unpleasant comments about people's disabilities
- Persistent teasing
- Threatening
- Pushing around or other acts of violence
- Being abusive or offering negative attitudes about someone's sexual orientation
- Using new technologies to be unkind towards someone else

Those who bully use power to cause suffering. There can be no place for this in this Academy. Action is always taken against those that bully. There is also an acknowledgement that those who bully need help too and this will be provided where required. As an open and supportive community, we protect and support those who may be subjected to bullying. The Academy will also ensure that support is provided to those who report instances of bullying. The Academy condemns all forms of bullying and seeks to help students, staff, governors and parents/carers in defeating it wherever it arises, in line with our Behaviour Policy.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (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
- **Cyber** - such as email and internet chat room misuse, mobile threats by text messaging and calls
- **Misuse of associated technology** - camera, video facilities, Facebook, Instagram, Snapchat etc

Objectives of this Policy

To ensure that:

- All governors, teaching and non-teaching staff, students and parents/carers should understand what bullying is. This includes physical, verbal, racist, homophobic, cyber-bullying, and the bullying of children with special education needs.
- All members of the Academy community should know what the Academy policy is on bullying, what they should do if bullying arises and follow it when bullying is reported.
- We highlight all support available to help with victims emotional wellbeing from within the Academy and involving external agencies where appropriate.
- It is recognised that as an Academy we take bullying seriously.
- Bullying of students and staff will not be tolerated.

Procedures:

- Bullying incidents should be reported to an appropriate member of staff as soon as possible.
- The issues will be addressed by the appropriate member of staff at the earliest possible opportunity.
- In each case brought to the attention of the Academy, appropriate mechanisms will be used to record any incident, clearly and accurately taking account of different viewpoints as necessary.
- Where the incident involves a student, the incident should be logged on Bromcom.
- When any incident is deemed to be of a racist or discriminatory in nature, details will be logged on Bromcom and reported directly and immediately to that student's Head of College
- In serious cases, parents/carers should be informed and discussions will be held to seek a resolution to the issues.
- An attempt will be made to help the perpetrators change their behaviour.
- If necessary and appropriate, police or other external bodies will be consulted.

Outcomes:

- Seek stakeholders support to ensure a successful resolution.
- Only after the incident/incidents have been investigated fully, those who have bullied may be asked to genuinely apologise and other consequences may take place.
- If possible, a reconciliation will be encouraged.
- In more serious cases or where bullying is repeated, a range of sanctions may be utilised. These may include isolations, fixed-term suspensions or permanent exclusion from school.
- Parents/carers of both parties will be contacted to make them aware of issues that have arisen and to seek their support to ensure a successful resolution.

- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Provide, where needed, all victims with emotional support to be able to deal with the negative feelings associated with bullying via support from the SSMs and other college staff. Support might include restorative meetings, one-to-one support, and potential referrals to external agencies.

Prevention

We will use a range of strategies to help to prevent bullying. These will include:

- Ensuring that all members of the community and parents/carers are aware of the Anti-Bullying Policy
- Ensure parents/carers know how to support their children in relation to issues such as cyber-bullying by providing relevant and up to date information to them.
- Provide clear anti-bullying messages through displays in all parts of the Academy.
- Ensuring that the theme of bullying is an integral element of the curriculum.
- Promoting British values as an integral element of the curriculum.
- Encouraging international mindedness.