

## **PREVENTING AND MANAGING BULLYING AND RACIST BEHAVIOURS THROUGH THE DEVELOPMENT OF POSITIVE STUDENT RELATIONSHIPS AND ACTIONS**

### **1. Purpose**

The Academy seeks to prevent, reduce, remove and effectively manage bullying and/or racist behaviours through the development of positive student relationships, behaviours and action.

Bullying and racist behaviour are hurtful to the victims causing them to feel upset, threatened, humiliated or vulnerable. The Academy takes both matters seriously and actively works to remove and prevent both bullying and racist behaviour from the Academy. Such behaviours are usually based on an individual or group's exertion of power over other student(s). Often it focuses upon the difference(s) of a student or students from others. These differences may be physical, intellectual, sexual, racial, cultural or religious. The behaviours can be intimidating, fearsome and are usually persistent, pre-meditated and intentional. They can be carried out by individuals or groups as physical and/or psychological threats or actions designed to undermine, lower self esteem or to intimidate.

**There is no place for these types of behaviour either in our Academy or society and they will not be tolerated. All perpetrators and victims will be offered the support through the Academy's systems which are in place to affect positive change in students' behaviours. All appropriate action will take place within the framework of the Academy's "Managing Behaviour through Rewards and Actions" policy with the involvement of students, staff along with parents/carers and where appropriate external agencies.**

### **2. Objectives**

- To deal effectively with bullying and racist behaviour
- To promote relationships of mutual respect which help to prevent bullying or racist behaviour.
- To provide a safe and secure environment free from bullying or racist behaviour.
- To generate a climate of trust where students are confident in reporting to the Academy incidents of bullying or racist behaviour.

### **The Academy's Intention**

The Academy is committed to providing a caring, friendly and safe learning environment for all of its students so that they can develop in a relaxed and secure yet purposeful atmosphere. If bullying or racist behaviours occur all students should be able to tell someone and know that incidents will be dealt with promptly, fairly and effectively. Anyone who knows that bullying or racism is happening is expected to

tell someone. Bullying and racism hurt; no one deserves to be a victim and everyone has the right to be treated with respect. Students who are perpetrators of bullying or racist behaviour must change their behaviour. Perpetrators have sometimes been victims themselves. They may need as much support as their victims to help change their behaviours. The Academy actively promotes:

- An atmosphere of praise and encouragement for cooperative, supportive and caring behaviour.
- A fostering of positive relationships by showing, through observed behaviours, mutual and self respect.
- The promotion of an environment where everyone is accepted and valued.
- The development of anti-bullying and anti-racist attitudes throughout the Academy through work across the curriculum, Gatherings, Personal Tutorial time, Mentoring, Student Council, and involvement of internal and external agencies.

### **3. Definitions:**

#### **Bullying**

Bullying behaviour is usually characterised by its persistence (which means the victim is suffering ongoing hurtful behaviour from the bully); it is not usually a single or isolated incident where people who are usually friends have a disagreement or fall out.

Bullying happens in different ways including:

- Insulting comments or ridicule. These may be of a homophobic nature where a victim's real or perceived sexuality is subject to humiliation.
- Verbal aggression (especially when coupled with bad language).
- Cyber abuse, including abuse or threats via the internet, chat rooms, email, mobile telephone calls or text and other associated technology, i.e. camera and video facilities
- Physical abuse
- Extortion
- Stealing or hiding possessions
- Sexual harassment
- Peer pressure

## **Racism**

For racist behaviour, actions or language do not have to be persistent, single incidents can be racist in their nature. Racist behaviour may share the characteristics of bullying as outlined above. The behaviour will focus upon the differences between the person who is being racist and the victim, in respect of skin colour, ethnic origin or background and cultural or religious beliefs.

### **4. Guidelines**

#### **Indicators – for parents/carers, Academy staff and other students:**

The following are possible indicators that a student is being bullied/ racially abused:

- Is frightened of walking to or from Academy.
- Doesn't want to use public transport - wants to be driven to Academy.
- Changes their routine.
- Becomes Academy phobic or truants.
- Increases in anxiety and lacks confidence.
- Self harms or talks/writes of suicidal thoughts.
- Starts to underachieve.
- Damage or loss of personal belongings.
- Starts stealing money from home/elsewhere.
- Shows signs of physical abuse.
- Home behaviour changes – stops communicating.
- Eating patterns are disrupted.
- Becomes nervous of internet or mobile phone usage.

#### **Procedures if these behaviours are taking place**

##### **(A) As a student**

1. TELL someone! Tell your parents/carers - in Academy tell staff - your PT or anyone else you trust, that might be a mentor. If they are busy, make a definite appointment to see them. If it is easier/less embarrassing, email them!
2. Avoid situations which put you at risk.
3. If you are in that situation, explain clearly and loudly that you don't like what is going on - walk away from the situation and get help!
4. DO NOT BLAME YOURSELF FOR WHAT IS HAPPENING.
5. If you see someone being treated in this way, don't join in, TELL an adult what you have seen/heard.

**(B) As a parent/carer:**

1. If you believe your son/daughter may be being bullied or abused talk to them calmly about what is happening and record what they say. Take note of **who** is involved, **when** it has occurred and **where it has taken place**. **Contact the Academy immediately and ask to speak or see the Personal Tutor. If the PT is not available, ask to speak or see a senior member of staff.**
2. Please reassure your son/daughter that they have not done anything wrong and that they shouldn't blame themselves.
3. Similarly, please do not encourage your son/daughter to hit back or retaliate - our experience shows that this behaviour does not improve the situation.
4. If the behaviour is only happening outside of Academy, it may be that you need to consider involving the Police, as well as informing the Academy.

**(C) As a member of staff**

**All incidents of Bullying and Racism will be dealt with within the Rewards and Actions to Improve Behaviour processes within Academy.**

1. All members of staff need to respond to incidents of a bullying or racist nature, ensuring safety and support for all the students involved. Written accounts must be taken and recorded centrally on SIMS and all copies kept on the files of each student. If staff cannot respond straightaway, they need to pass the matter on to their Behaviour Support Officer or Vice Principal.
2. Parents/carers should be involved ASAP and asked to come to Academy at the earliest possible opportunity.
3. The context and previous history will determine whether incidents are handled within Academy or by outside agencies including the Police.
4. Staff should ask for the appropriate level of support from the Senior Leadership Team after the initial disclosure.
5. Dependent on the level of intervention necessary to positively change behaviours, firstly mediation and then monitoring of the ongoing situation needs to take place from the perspective of both the victim and perpetrator with feedback to parents/carers.

## **5. Development**

As an Academy we are committed to ongoing review and development of our policies and processes which promote positive student relationships whilst changing the negative behaviours of bullying and racism. This will be done by:

- Ongoing curriculum development in learning sessions and Personal Tutor time on positive relationship building.
- Awareness sessions in Gatherings and Personal Tutor time.
- Student Council as an effective voice to support students and evaluate policy and process.
- Electronic survey every two years to look at student perceptions and evidence of bullying and racist behaviours.
- Training and support for staff on the issues and development of internal and external agency support/contacts.

### **Further support available**

#### **For students**

<http://www.beatbullying.org>  
<http://www.childline.org.uk>

#### **For parents**

<http://www.kidscape.org.uk/parents/>

East Staffordshire Race Equality Commission - 01283 510 456

<http://www.bullying.co.uk>

#### **For staff**

<http://education.staffordshire.gov.uk/PupilSupport/Anti-Bullying/>