

Anti-bullying Policy

Rationale

The aim of our anti-bullying policy is to ensure that students learn in a happy, supportive, caring and safe environment where they feel comfortable about who they are without others judging them and without fear of being bullied. Bullying is anti-social behaviour it is unacceptable and will not be tolerated. Bullying is a way of making people feel insecure, unhappy, scared of humiliation and their feelings hurt on purpose. It is where someone does bad things over and over again.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences (DfE, 2017).

The school operates a continuous 'anti-bullying' campaign through the academic curriculum and pastoral system, particularly through its Heads of Year, tutors, PSHE lessons and information in classrooms and assemblies. All students are aware that such anti-social behaviour will not be tolerated.

Aims

We aim to

- provide a school environment where bullying is not tolerated and students feel safe to tell someone if they are being bullied or are aware of bullying taking place.
- promote an anti-bullying message across the whole school, that encourage all members of the school to act with tolerance, courtesy and consideration to others at all times.
- produce a consistent school response to any bullying incidents that may occur.
- make all those connected with the school aware of Heaven Learning Academy's stance on bullying, and make clear each person's responsibilities with regard to the eradication of bullying in our school.
- provide support systems within the school for victims of bullying.
- [Effective supervision of the school](#)

To achieve our aims we will

- Ensure that all students and staff understand the anti-bullying policy.
 - Ensure that all students understand how to report incidents of bullying
 - Regard incidents of bullying as a serious matter that needs to be dealt with urgently.
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- Treat victims of bullying in a supportive manner.
 - Provide appropriate action, sanctions and support for the perpetrators of bullying.
 - Work with the Student Voice to combat bullying.

- Monitor and evaluate the number of bullying incidents recorded.
- Provide effective training and development for all staff to support a culture of mutual respect and support.
- Work with parents to inform them about the potential dangers of cyber bullying and how they can prevent it.

Success Criteria

- The number of incidents reported increases in the short term as staff and students respond rapidly to acts of bullying.
- The number of incidents reported decreases in the longer term as an anti-bullying ethos becomes established within the school.
- Students use a range of support structures for reporting and resolving incidents of bullying (eg. parents, tutor, subject teacher, support staff, prefects, Student Voice).

The following Acts and guidance have informed this policy;

The Equality Act 2010

The Children's Act 1989

The Ofsted Framework 2019

Preventing and tackling bullying advice for Headteacher, staff and Governing Bodies

2017 Cyberbullying advice for Headteacher and School Staff 2014

Preventing

Mental Health Act (1983)

Dealing with Bullying at Heaven Learning Academy

If you are a concerned parent or have been affected by the content of this blog, below some support, recommended by the NHS. They also recommend contacting your GP if you have ongoing concerns about your child.

Family: Confidentially parents can speak about any parenting issue, including bullying. 02084323416 or email at admin@heavenlearningacademy.net.