

BARNSLEY ACADEMY
ACTION AGAINST BULLYING
POLICY AND PRACTICE



Barnsley Academy
The best in everyone

Introduction

It is essential that students can learn in a supportive, caring and safe environment, without fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and is not tolerated at Barnsley Academy.

Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities that Barnsley Academy offers to every individual.

Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The 3 main types of bullying are:

- i) physical (hitting, kicking, theft);
- ii) verbal (name-calling, racist and homophobic language); and
- iii) indirect (spreading rumours, excluding someone from social groups).

Signs of Bullying

Students who are being bullied may show changes in behaviour. These may manifest themselves in a student:

- i) becoming shy and nervous
- ii) feigning illness
- iii) taking unusual absences
- iv) clinging to adults
- v) lacking concentration
- vi) truanting from school

At Barnsley Academy students are encouraged to report bullying in school, even if they are not the victim.

Responses to Bullying

Teachers may take the following steps when dealing with incidents:

- i) When bullying is suspected or reported, the incident is dealt with immediately by the member of staff who has been approached. There should be close liaison with the student's Personal Tutor.
- ii) A clear account of the incident is recorded and given to the Cabinet Level Director for the relevant Key Stage.
- iii) The Learning Mentor for the relevant Key Stage(s) interviews all concerned and will record the incident.
- iv) The Personal Tutor is kept informed and if it persists the Personal Tutor advises the appropriate subject teachers.
- v) Parent/Carer will be kept informed
- vi) Punitive measures will be used as appropriate and in consultation with all parties concerned.

Students who have been bullied are supported by:

- i) Offering an immediate opportunity to discuss the experience with their Tutor or another member of staff of their choice.
- ii) Reassuring the student. The bully will give an assurance to their victim that they will cease their bullying.
- iii) Offering continuous support
- iv) Restoring self-esteem and confidence

Students who have bullied will be helped by:

- i) Discussing what happened
- ii) Discovering why the student became involved
- iii) Establishing the wrong doing and need to change
- iv) Informing parents to help change the attitude of the student.

The following disciplinary steps can be taken:

- i) Official warning to cease offending
- ii) Detention
- iii) Exclusion from certain areas of Academy premises
- iv) Minor fixed term exclusion
- v) Major fixed term exclusion
- vi) Permanent exclusion