



Southern **Arts** Academy

ANTI BULLYING POLICY (2021/22)

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Version 1 - 06/09/2021

ANTI-BULLYING POLICY STATEMENT

DEFINITION

Bullying is the intimidation of an individual or group by another individual or group. Bullying implies a wilful and conscious desire to hurt, threaten, or frighten someone with an intention to cause distress and can cause long-term psychological damage. Bullying is often done for the bully's personal gain or gratification. It is often aimed at impressing others. Bullying can take place in school but it can also happen during out-of-school events (shopping, trips, leave-outs etc.) On these occasions, the Principal of the school remains responsible for the welfare of all students.

WHAT TYPES OF BULLYING ARE THERE?

Emotional (being unfriendly, excluding, tormenting, threatening behaviour)

Verbal (name calling, sarcasm, spreading rumours, teasing)

Physical (pushing, kicking, hitting, punching or any use of violence)

Extortion (demanding money/goods with threats)

Cyber (all areas of internet, email and internet chatroom misuse)

Mobile threats by text messaging and calls. Misuse of associated technology ie: camera and video facilities including those on mobile phones and tablets)

Racist, religious and cultural (taunts, graffiti, gestures)

Sexual (unwanted physical contact, sexually abusive comments)

Homophobic (because of, or focussing on the issue of sexuality)

Bullying related to learning difficulties, special educational needs or disabilities

AIMS

At Southern Arts Academy we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is totally unacceptable at our school.

- To assist in creating an ethos in which attending Southern Arts Academy is a positive experience for all members of our school
- To make it clear that all forms of bullying, including cyber bullying, are unacceptable at Southern Arts Academy
- To enable everyone to feel safe while at Southern Arts Academy and encourage students to report incidents of bullying, including cyber bullying
- To deal with each incident of bullying, including cyber bullying, as effectively as possible, taking into consideration the needs of all parties and of our school and as a result to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support students displaying bullying behaviour to change their attitudes and understand why it needs to change
 - To liaise with parents and other appropriate members of our community

ANTI-BULLYING POLICY STATEMENT

OBJECTIVES

- To maintain and develop effective listening systems for students
- To ensure all staff deal with incidents of bullying, including cyber bullying, effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To communicate with parents effectively on the subject of bullying
- To acknowledge the key role of every staff member in dealing with incidents of bullying
- To ensure that all incidents of bullying, including cyber bullying, are recorded
- To promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

ALL STAFF ENCOURAGE STUDENTS TO DISCLOSE INCIDENTS OF BULLYING AND ALLEGATIONS ARE TAKEN SERIOUSLY AND INVESTIGATED

All perpetrators will incur sanctions, up to and including exclusion, relative to the seriousness of their behaviour. Sanctions will reasonably take account of any special educational needs or disabilities that the students may have and take into account the needs of vulnerable students as stated in the DfE's guidelines, "*Safe to learn: Embedding anti-bullying work in schools*". All incidents of bullying will be recorded and their frequency and type monitored. This information will be used to inform the development of the school's anti-bullying work.

The policy of the school is explained within the PSHE curriculum, assemblies and the wider curriculum where appropriate.

PARENTS WILL BE INVOLVED AT AN EARLY STAGE WHEN IT IS FELT NECESSARY

Parents will help and support the victim and work with the perpetrator on changing their behaviour. A range of methods is used with offenders and to support victims.