



KING'S LEADERSHIP
ACADEMY LIVERPOOL

Anti-Bullying Policy

To be reviewed June 2016

ANTI-BULLYING POLICY

Rationale

King's Leadership Academy Liverpool recognises that everybody has the right to live their lives without feeling bullied, threatened or unsafe. The Academy is committed to providing a caring, friendly and safe environment for all of our students so that they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable in our Academy and will not be tolerated.

If bullying does occur, all students should be able to tell a member of staff and know that they will be listened to and that the incident will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to take appropriate action.

What is Bullying?

Bullying is a broad term that covers many things. We believe that it can be defined as deliberately hurtful behaviour **that is repeated over a period of time**. Bullying does not always happen face to face; sometimes it can happen via text messages, e-mails or over the phone.

Bullies are very cunning and believe that they will get away with what they are doing and in King's Leadership Academy Liverpool we aim to change this belief.

Bullying can be:

Emotional	Isolation from friendship groups Lies being told about another student in order to get them into trouble Threats and intimidation Being afraid to go to the Academy
Physical	Being hit, pinched, shoved and pushed Having personal belongings stolen Damaging personal belongings Theft of money/ demanding money Happy slapping
Racist	Racial taunts, graffiti, gestures
Sexual	Spreading rumours Unwanted physical contact Sexually abusive comments/ language
Homophobic	Taunts, rumours, innuendo, comments focusing on the issue of sexuality
Verbal	Name calling, teasing, spreading rumours, sarcasm

Cyber	Making silent or abusive phone calls Receiving offensive text messages Posting insulting messages on the internet Misuse of associated technology, i.e. camera/ video facilities
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Aims

The aims of this Anti-Bullying Policy are:

- To ensure that students learn in a supportive, safe and caring environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone.
- To create an environment in which our students can talk with a trusted adult and will be listened to, their concerns taken seriously and addressed.
- That all staff, students, governors and parents have an understanding of what bullying is.
- That all staff, governors and volunteers working with students, know what the Academy policy on bullying is, and follow it when witnessing bullying or when it is reported to them.
- That students and parents know what to do if bullying arises.
- To ensure that bullying is taken seriously at the Academy and that students and parents will be supported.
- To ensure that all members of staff model positive relationships with each other and with students.
- To reinforce our belief that bullying will not be tolerated.

Signs and Symptoms

A student may indicate by signs or behaviour, that he/ she is being bullied. Teachers, volunteers and parents should be aware of these possible indicators and should investigate if a student is:

- Frightened of walking to and from the Academy
- Does not want to travel on the Academy bus/ other forms of transport
- Begs to be driven/ escorted to the Academy
- Changes their usual routine
- Is suddenly unwilling to go to the Academy
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Begins to underachieve at the Academy
- Returns from the Academy in an unusually dishevelled state with property damaged or missing
- Asks for money or steals
- Loses dinner money
- Has unexplained cuts or bruises
- Returns home starving (dinner money may have been stolen)
- Becomes aggressive, disruptive or unreasonable
- Begins to bully other children
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

- Is afraid to use the internet or mobile phone
- Is nervous or jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated.

Advice to Parents

Speak to your child's tutor or progress leader as soon as possible. Remember that they may have no idea that your child is being bullied. Try to stay calm and:

- Give specific details of what your child says has happened: give names, dates and places. It is often helpful if a diary is kept.
- Make a note of what action the Academy will take.
- Ask if there is anything you can do to help.
- Stay in touch with the Academy - let the person dealing with the problem know if the situation has improved or if the problem continues.
- If the bullying does continue, the Academy must be informed so that an alternative course of action can be taken to support your child.

Parents can also play a huge part in supporting anti-bullying by discouraging all bullying behaviour at home. If children learn that being aggressive **does not** get them what they want, they are less likely to turn to aggression in the Academy

Advice to students

- If you are being bullied, or a friend is being bullied, you must **tell a member of staff that you trust**.
- Trying to ignore the bullies doesn't always work.
- Keep a diary of what has happened, what was said/ done and when this happened.
- If you cannot speak about it, write it down.
- Don't be tempted to hit back - it can get you into trouble.
- Try to stay in safe areas of the Academy at break and lunch time - somewhere where there are lots of other students, and staff on duty.
- Join a club so that you feel safer.
- On the Academy bus, sit near to the driver or on public transport, near to other adults.
- Vary your route home and try to walk with other people.

Academy Procedures

- All incidents of bullying should be reported to a member of staff. That member of staff will deal with the problem in the first instance, although support from other staff may be subsequently sought.
- **All staff** will listen to students and parents and take their concerns seriously.
- If bullying is suspected and the student does not report an incident, the member of staff must produce an opportunity to talk to the student.
- In cases of serious bullying, the incident will be recorded by the member of staff and held in the Bullying file.
- In serious cases of bullying, the parents of the perpetrator should be informed and a formal meeting held to find a way forward.

- Bullying behaviour or threats of a bullying nature will be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully change their behaviour; their parents will be notified and an appropriate consequence applied.
- The bully will be asked to apologise and if possible, the students will be reconciled.
- Each case will be monitored to ensure no recurrence.

Within the curriculum, the Academy will raise awareness of the nature of bullying through inclusion in PSHE, tutor time, assemblies and subject areas as appropriate, in an attempt to eradicate such behaviour.

The Student Council meetings and subsequent discussion time in tutor groups, enables issues of bullying and anti-social behaviour to be discussed openly. Research has shown that the most successful Academies at eradicating bullying are those who engage their students in all processes.

King's Leadership Academy Liverpool maintains very clear supervisory arrangements, at the start of the Academy, between lessons, at break and lunch time and at the end of the Academy day. Our expectations are made very clear to students and we strive to engender a sense of self-worth and achievement plus respect for others, which will help to eradicate all forms of bullying.

Evaluation:

Using Academy data and the results of questionnaires from students and parents to look for the following:

- Staff are more vigilant and more responsive to bullying
- Fewer students report being bullied
- More students say that they would not join in bullying others
- More students would tell a member of staff if they or someone they knew was being bullied
- An Action Plan drawn up based on findings from Student Council meetings and discussions

All indicators may be positive, or the results may be mixed, but awareness raising increases students' understanding of bullying and makes them more likely to report incidents. However, King's Leadership Academy Liverpool remains firm in its endeavours to become a bully-free zone.

The Academy will review this policy annually and assess its implementation and effectiveness.