



Athena Learning Trust

The Ilfracombe Academy

Anti-Bullying Procedure

Review

Reviewed on: July 2023

Reviewed by: SEND/Safeguarding Portfolio

Review period: 3 years



This Anti-Bullying Procedure applies to The Ilfracombe Academy and all governors and staff of the school must abide by this procedure which is working in accordance with and pursuant to the Student Welfare Policy and Home School Agreement.

It is the responsibility of the local governing body and Principal of the school to ensure that their school and its staff adhere to this procedure. In implementing this procedure, school staff must take account of any advice given to them by the CEO and/or Board of Trustees.

This procedure is subject to the ALT Student Welfare Policy and the Scheme of Delegation approved for the school. If there is any ambiguity or conflict then the ALT Student Welfare Policy and the Scheme of Delegation and any specific Scheme or alteration or restriction to the Scheme approved by the Board of Trustees takes precedence. If there is any question or doubt about the interpretation of this, the CEO should be consulted.

Anti-Bullying procedure

Bullying is defined as a campaign of action intended to intimidate, taunt or humiliate an individual or group; or a campaign that results in the individual being intimidated, taunted or humiliated.

Taken from the Home School Agreement:

Anti-Bullying Agreement - I agree to:

- *Not tolerate bullying or harassment of any kind.*
- *Not pass by if I see someone being bullied but report it immediately to a member of staff.*
- *Not join in fights or disturbances but report them immediately to a member of staff.*
- *Not tolerate cyber-bullying via social networking sites, texts, or any other messaging site.*
- *Not judge others on their appearance or the way they speak.*
- *Be accepting of others regardless of race, culture, religion, sexual orientation, gender or disability.*
- *Not to interfere with other people's property.*
- *Listen to and respect other people's opinions.*
- *Talk politely.*
- *Remember that everyone matters - including ourselves!*



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- All members of the school community have the right to learn and work free from intimidation and fear.
- All bullying the school is made aware of will be investigated thoroughly and action taken.
- The action taken will be decided by the school in consultation with those affected and parents/carers of the affected including victims and, where appropriate, with the bully/bullies and parents/carers of the bully/bullies.
- Parents/carers of all those directly involved will be informed or consulted by the school
- The Anti-Bullying procedure is part of the work by the school to stop bullying and will be supported by work in the Personal Social Health Education (PSHE) and Philosophy & Ethics.
- Any member of the staff of the school who suspects or witnesses bullying will inform a member of the safeguarding/pastoral team at the first opportunity. The member of staff should also complete a record of concern on the day of the incident.
- If the incident involves a breach of the equalities policy (e.g. issues of a racist nature, homophobia or of a sexist nature) it should be brought to the attention of the DSL.
- Any action taken by the school will be consistent with the school's Behaviour policy.

Bullying can take place anywhere. Because bullying is complex and is often carried out subtly, it may take place in our classrooms.

Bullying may include:

- Physical violence
- The threat of physical violence
- Damage to personal property
- Cyber bullying
- Verbal taunts or insults about the individual or that individual's family and home life
- Insulting comments about someone's race, religion, culture, gender, sexuality or beliefs
- Mocking the beliefs and values of an individual or religious or social group
- Taunting about physical characteristics
- Taunting about an individual's desire to learn or their abilities
- Deliberately passing on comments about an individual



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- Deliberately making a situation between individuals or groups worse by comments, inaccurate comments and inaccurate accounts of events or actions
- Deliberately undermining the work and efforts of an individual or group
- Deliberate isolation of an individual or group
- Intimidation of an individual by comment, gesture or look

Possible responses to incidents of bullying

- Statements taken from all concerned
 - Victims counselled and offered referral to outside agencies
 - Parents/carers of victim/s informed or contacted
 - Possible temporary suspension of bully/bullies
 - Possible use of Reflection for bully/bullies
 - Parents/carers of bullies informed of sanction.
 - Bullies warned of serious nature of bullying
 - Groups who have witnessed or colluded in bullying spoken to
 - Accounts to be placed on the files of victims/bullies and others involved
 - Teachers of relevant groups and individuals to be made aware of the situation
- If the bullying continues, then this will be considered as a serious breach of school conduct and sanctions will be deployed in line with the school's behaviour policy.