BOA Digital Technologies Academy
Anti-Bullying Policy

Aim: The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without the fear of being bullied and that staff are free from fear of bullying by students. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at BOA Digital. Bullying is also contrary to British values. **Statutory duties of school:** Section

89 of the Education and Inspections Act 2006 provides that maintained schools/academies must have measures to encourage good behaviour and prevent all forms of bullying amongst students. These measures are part of BOA Digital's behaviour policy which must be communicated to all students, academy staff and parents.

The act ensures that BOA Digital staff have information, advice and power to:

- Discipline students whose behaviour is unacceptable.
- Discipline students whose behaviour is unacceptable at any time the students are in school or elsewhere under the charge of a teacher, including visits.
- Discipline students in some circumstances where a student's misbehaviour occurs outside of school.
- Impose a detention outside school hours.
- Confiscate students' property.

Scope of this policy and links to other policies

The academy fully endorses the principles laid out in the DfE Preventing and Tackling Bullying guidance document published in 2017.

This policy includes:

- Bullying of students by students within the academy.
- Bullying of and/or by students outside of the academy, where the academy is aware of it.
- Bullying of staff by students within or outside the academy.

Allegations about bullying of students by staff will be dealt with under the academy's Safeguarding Policy.

This policy has links to the following Academy policies and procedures:

- Equality Scheme
- Behaviour Handbook
- Acceptable Use Policy (internet safety)
- Safeguarding and Child Protection Policy
- General Complaints Policy for Parents & Carers
- SEN Policy and Practice

BOA Digital has a safeguarding duty regarding appropriate behaviour as per Keeping Children Safe in Education (2021.)

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Definition:

Bullying occurs when a person or group of people, over a period of time, by word, action or gesture, deliberately deny the dignity of another individual or group i.e.

- Physically and/or mentally hurt or worried.
- Unsafe and/or frightened.
- Unable to do well and achieve.
- Different, alone, unimportant and/or unvalued.
- Unable to see a happy and exciting future for yourself.

For BOA Digital to be successful in 'valuing and respecting all individuals' and in 'providing opportunities for students to develop their confidence and self-respect', bullying must be identified and eradicated.

What does bullying look like, feel like, sound like?

Bullying is any behaviour by an individual or group that:

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it.
- Happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident.
- Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves.

It can be:

Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical: pushing, kicking, hitting or using violence.
- Racist: racial taunts, inappropriate jokes, graffiti and gestures.
- Sexual: unwanted physical contact or sexually abusive comments / gender based violence / sexual violence / sexual harassment.
- Homophobic/Biphobic: discriminating against someone because of their sexual orientation.
- Verbal: name-calling, sarcasm, spreading rumours and teasing.
- Cyber: all areas of social media, such as posting threatening or personal comments / images / videos about someone.
- Transphobic: founded on gender identity.
- Peer-on-peer: verbal or physical, by person or by electronic, on-line or written means and can be directed at both staff and pupils

This list is not exhaustive.

Who bullies? Anyone has the capacity to bully. There are no completely reliable predisposition

diagnoses. However,
those who perceive themselves as low status within a community, institution or group may use
bullying in an attempt to artificially boost their status. Self-esteem is therefore a key factor in whether
someone bullies or not. This puts equal opportunities and inclusion at the centre of all anti-bullying
work in schools and academies. **Who is bullied? Anyone** can be bullied – young person,

parent/carer/guardian, staff member or volunteer. People
who suffer bullying are often perceived by others to be different. Sometimes the perceived difference
is individual to that person – shyness, physical appearance, clothing and possessions, accent,
perceived inappropriate behaviour.

Frequently the perceived difference comes from assigning an individual to a group. Such bullying
would then be designated as class, disability, homophobic, racist, religious or sexist. People can be
assigned or be a member of more than one group.

Identifying and reporting concern about bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Students who are being bullied may not report it. However, there may be changes in their behaviour,
such as becoming shy and nervous, feigning illness, taking unusual absence or clinging to adults. There
may be evidence of changes in work patterns, lacking concentration or truanting from the academy.
All members of staff will be alert to the signs of bullying and act promptly and firmly against it in
accordance with this policy.

Students who are bullying others also need support to help them understand and change their
behaviour.
Students who are aware of bullying ('bystanders') can be a powerful force in helping to address it and
will be encouraged to do so in a safe way.
All students will be encouraged to report bullying by:

- Talking to a member of staff of their choice.
- Contacting local and national support agencies for advice/support.

A member of staff, who believes that he or she is being bullied or harassed, will be encouraged to
report it to a colleague of their choice.
Parents will be encouraged to report concerns about bullying and to support the academy in tackling
it. Trying to resolve bullying by approaching the bully or their families themselves can lead to problems
escalating. **Responding to reports about bullying Academy** The academy will take the following steps

when dealing with concerns about bullying:

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- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
- A clear account of the concern will be recorded and given to the appropriate Head of Year.
- The investigating member of staff will interview everyone involved and keep a detailed record. This will be held in line with the academy's data protection policy/practice.
- Parents and other relevant adults will be kept informed.
- Where bullying occurs outside the academy, any other relevant schools or agencies will be informed and advice/support obtained.
- Restorative justice approach will be used whenever possible.
- Punitive measures will be used as appropriate and in consultation with all parties involved.

Students & Staff

Staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Providing reassurance that the bullying will be addressed.
- Offering continuous support.
- Restoring self-esteem and confidence.
- The use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate.
- Help and advice on how to remove online material.

Students who have been bullied will be supported by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrongdoing and need to change.
- Informing parents to help change the attitude of the pupil.
- The use of special interventions and/or referrals to other agencies where appropriate. Where the mental health of the student being bullied has been particularly harmed, CAMHS could be appropriately used.
- Peer Mentors.

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of the academy premises
- Confiscation of mobile phones, in line with our Acceptable Use (internet safety) Policy
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

Where mediation has been agreed upon by all parties, the appropriate member of staff will organise:

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- Group or 1-to-1 work to explain the negative effects of bullying to the perpetrators and their cohort.

Parents

- Most concerns about bullying will be resolved through discussion between home and the academy. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal General Complaints Policy.
- Where a student is involved in bullying others outside the academy, i.e. in the street or through the use of internet at home, parents will be asked to work with the academy in addressing their child's behaviour, for example, restricting/monitoring their use of the internet or mobile phone.
- Referral of the family to external support agencies will be made where appropriate.

Preventative measures

Academy leaders and the governors understand that our response to bullying does not start at which a young person or family report instances of bullying.

The academy will:

- Promote a positive ethos of good behaviour at the academy where students treat each other with mutual respect
- Raise awareness of the nature of bullying through inclusion in PSHE, tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- Give care and support to create and maintain a safe learning environment where all students feel safe, secure and valued and know they will be listened to and taken seriously in line with the school ethos.
- Participate in local and national initiatives such as Anti-Bullying Week.
- Seek to develop links with the wider community that will support inclusive, anti-bullying education.
- Consider the use of specific strategies, e.g. peer mentoring on a regular basis subject to available resources.
- Refer to the LA guidelines on 'Bullying in the Workplace' where an adult in the community believes that he/she is being bullied by another adult.

Promotion of this Policy

The policy and methods for reporting bullying concerns will be promoted throughout the academy, for example in information packs for new students and staff and through regular awareness raising activities with existing students and parents. Student surveys will be carried out in each year group.

Monitoring, evaluation and review

A senior member of staff at the academy will be identified to lead on the implementation of the policy and act as the link person with the LA and outside agencies.

The academy understands that cyber-bullying techniques can develop quickly and as such will keep up-to-date with new social media platforms and their use.

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An annual report will be made to the governing body, including statistics about:

- The number of reported concerns.
- Monitoring information about the students involved.
- Motivations for bullying.
- Actions taken and outcomes.
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The academy will review the policy annually and assess its implementation and effectiveness.

Bullying and the law

The academy recognises that some types of bullying could be a criminal offence, such as harassment or inappropriate communications through technology. The academy will as such use external agencies when appropriate.

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