



HARMONIZE ACADEMY

ANTI-BULLYING POLICY

POLICY WRITTEN BY:	PRINCIPAL
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Trust, Respect, Compassion, Forgiveness

A) INTRODUCTION - WHAT IS BULLYING?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a young person is adopted or has caring responsibilities. It might be motivated by actual differences between young people, or perceived differences solely in order to give a feeling of power, status or other gratification, to the bully.

Bullying can occur in a variety of forms:

a) Physical:

A young person can be physically punched, kicked, hit, spat at, etc.

b) Verbal:

This can take the form of name calling. It may be directed towards gender, ethnic origin, physical or social disability, personality, etc.

c) Exclusion:

A young person can be bullied simply by being excluded from discussions or activities.

d) Emotional:

A young person can be emotionally bullied by being tormented, ridiculed, humiliated, or ignored.

e) Sexual:

This can take the form of unwanted physical contact or abusive comments and can be directed at someone of the same sex as well someone of the other sex.

f) Damage to Property or Theft:

Students may have their property damaged or stolen. Physical threats may be used by the bully in order that the student hands over property to them.

g) Cyber-bullying

A young person can be bullied through threats or name-calling by text messages or on social networking sites on the internet.

B) POLICY PRINCIPLES

1. Rights and responsibilities relating to bullying

In Harmonize Academy:

- everybody has the right to feel safe from physical or verbal bullying
- everybody has the right to be able to work and learn without other people making it difficult for them
- everybody has the right to be treated with fairness and respect at all times
- staff have the responsibility to impose fair consequences on students who exhibit bullying behaviour

2. Rules

Harmonize Academy students are expected to:

- Treat all others with fairness and respect
- Report all incidents of bullying

3. Bullying as Unacceptable Behaviour

Bullying is a form of unacceptable behaviour for which exclusion (temporary or permanent) from the premises is likely. It can be regarded as unacceptable because of the severity of a particular incident or because of the frequency of less serious behaviour.

C) APPLYING THE HARMONIZE ACADEMY BEHAVIOUR SUPPORT PLAN PROCEDURES TO BULLYING

1. Behaviour Levels

Level	DESCRIPTION
1	• No incidents in the classroom • No incidents at other times • A successful learner • Self-motivated
2	• Classroom disruption • Incidents between class • No risk to others • Settles when told
3	• Refusing to work • Refusing to co-operate • Constant disturbance in class • Verbal abuse to people on site • Significant safety risk from careless, reckless or aggressive behaviour

2. Response Hierarchy

All staff are requested to use the following hierarchy to deal with unwanted behaviour.

Managed in classroom Level 1	• Praise and rewards for positive behaviour • Certificates • Telephone call home- letters • Acknowledgement of academic learning and progress
Managed in classroom Level 2	• A look, point, signal, joke, any other strategy • Positive behaviour strategies- see staff behaviour training manual • First reminder • Final reminder • Behaviour recorded on SIMs
Elevated to manager level Level 3	• First incident – called out of lesson for discussion with SLT • Incident Report to be completed by member of staff • Decision made by SLT on appropriate consequence

3) Incident Management

	BEHAVIOUR LEVEL	ACTION
Bullying: on or off-site	Level- 1, 2: repeated sitting between friends	• Stopped and separated • Reminders of appropriate behaviour
	Level 2: Low level but intentional put down, not between friends	• Stopped and separated • Reminders of appropriate behaviour and consequences • Incident report if required • Apologies insisted upon
	Level 3: Intentional bullying by individual or group, on or off-site	• Stopped and separated • Reminders of appropriate behaviour and consequences • Incident report • Fixed term exclusion • Parental meeting • Possible removal of privileges and additional sanctions

4. Consequences of Negative Behaviour Choices

Minor incidents of skitting are best dealt with using conflict management techniques, as quickly as possible.

- Act as a positive role model, demonstrating respect, clear communication, impartiality and effective conflict resolution.

Any incident which involves intentional verbal or physical bullying must result in immediate referral to the Assistant Principal. Where possible the offender should be escorted from the area concerned to the Assistant Principal

- Incidents need to be dealt with as quickly as possible.
- The students involved should be separated, other students removed from the area and statements should be obtained from them and any witness(es).
- Parents/ guardians/carers should be contacted regarding any injury or day –off punishment and a meeting with the parent/guardian/carer should be set up for the learner's return if a three day exclusion has been given.

5) Off-site days (fixed term exclusions) and Limited Attendance Programmes

Off-site days and Limited Attendance Programmes can be enforced where the student has demonstrated high levels of bullying of another student.

In determining the appropriateness of off-site days or limited attendance programmes, the following will be taken into account:

- whether the behaviour occurred on Harmonize Academy premises
- the extent of the bullying and
- whether the bullying was committed alone or as part of a group.

Note:

This policy document complements:

- Harmonize Academy Safeguarding Policy
- Harmonize Academy Promoting Good Behaviour Policy
- Harmonize Academy E-Safety Policy

Further guidance:

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>