



ENDEAVOUR
PERSEVERE
ACHIEVE

Emerson Park Academy

A SPECIALIST SPORTS COLLEGE

ANTI BULLYING POLICY

Reviewed March 2015

Review June 2016

BULLYING STATEMENT

Emerson Park Academy believes that students have the absolute right to learn in a supportive, caring and secure environment without the fear of being bullied. Bullying in any form is wrong and will not be tolerated.

Bullying should not be viewed as an inevitable part of school life or a necessary part of growing up. Where it does occur however, it rarely sorts itself out. Bullying can affect everyone, not just the bullied. It can affect those students who are witnesses to this type of anti-social behaviour. Less aggressive students can on occasions be drawn in by group or peer pressure.

It is clear that certain jokes, insults, intimidating or threatening behaviour, written abuse and violence are to be found in our society, no member of the Emerson Park community should have to accept this type of behaviour as we believe that only when all issues of bullying are addressed a child will be able to benefit fully from the opportunities available at the Academy.

Why is an Anti-Bullying Policy necessary?

The Academy believes that its students have the right to learn in a supportive, caring and safe environment, without the fear of being bullied. All institutions, both large and small, contain some students with the potential for bullying behaviour. Bullying is a form of anti-social behaviour and in any form is wrong and will not be tolerated. All complaints of bullying at Emerson Park Academy will be dealt with firmly, fairly and promptly.

What is Bullying?

“Bullying is a repeated and conscious act which aims to hurt, threaten or frighten someone”.

Bullying can occur through several types of anti-social behaviour. It can be:

- Physical:** A student can be physically abused: pushed, kicked, hit, spat at.
- Verbal:** Verbal abuse can take the form of name-calling. It may be directed towards gender, ethnic origin/race, physical / social disability, sexuality or personality. Additionally the language used may be related to radical or extreme views
- Isolation:** A student can be bullied simply by being excluded from discussions or activities or his/her peers.
- Damaging personal property:** A Student may have their property damaged or stolen.
- Extortion:** Physical threats may be used by a bully to persuade a student to surrender their property to them.
- Cyber or text messaging:** As above but using the internet or mobile phone networks.

Advice to Parents & Carers:

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.

- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent.
- If you feel your child may be a victim of bullying behaviour, inform the school (Please contact the school and ask to speak to either their Form Tutor or Head of House). Your concern will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It will make matters worse.
- Affirm with your child that no bullying is inevitable.
- Make sure your child is fully aware that the school will deal with bullying and that they should not be afraid to ask for help.

Advice to Students:

Every year at Emerson Park Academy, all students are issued with the following information on strategies to deal with bullying, this can also be found within the student planner:

If you know someone is being bullied - **TAKE ACTION!**

Doing nothing is easy, but is **wrong!** At the very least tell an adult.

- You must tell an adult you trust as soon as you are bullied. You will get immediate support.
- Tell yourself that you do not deserve to be bullied and that it is **WRONG!**
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends / people. There is safety in numbers.
- Be assertive. Shout "**No!**" walk confidently away.
- Go straight to a senior student or member of staff.
- Retaliation will make things worse.
- Teachers will take you seriously and deal with bullies in a way which ends the bullying and will not make things worse for you.
- If you know someone is being bullied, **TAKE ACTION, SPEAK UP!**

A student who watches and does nothing through their inaction actually supports / promotes bullying within our school community; as it appears to the bully that you are on their side, in addition it also can make the victim feel more unhappy and isolated.

To ignore is to condone!! Do not be, or pretend to be, friends with a bully and never pass on a bully's messages.

If you feel you cannot get involved, tell an adult or senior student such as a Prefect, **IMMEDIATELY.**

Teachers have ways of dealing with the bully without getting you into trouble.

Combating Bullying at Emerson Park Academy:

Emerson Park Academy seeks to combat bullying in the following ways:

- To organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- To build resilience in students in order that they are able to challenge inappropriate views and comments.
- To find opportunity to discuss aspects of bullying and the appropriate way to behave towards each other, including e-safety. e.g. through the PSHE/Cultural Studies programme, assemblies, form activities and special events.
- To deal quickly, firmly and fairly with any concerns, involving parents where necessary.
- To review the School Policy statement and review its degree of success bi-annually.
- To maintain a firm but fair discipline structure. Our expectations are high; rules are few, simple and easy to understand.
- To avoid teaching materials or equipment which may give a bad or negative view of any group because of their ethnic origin, gender, religion, size and ability.
- To encourage students to discuss how they get on with other people and to form positive attitudes towards them. This includes a review of what friendship really is through PSHE lessons, Form activities, Focus Fortnights, Assemblies and special events.
- To promote British Values as a way of treating people with tolerance and respect.
- To treat bullying as a serious offence and take every possible action to eradicate it from Emerson Park Academy
- To challenge views related to radicalization and extremism.

Action to be taken by the Academy when bullying is suspected

- If bullying is suspected we will talk to the suspected victim, the suspected bully and any witnesses.
- If any degree of bullying is identified, help, support and counseling will be given as appropriate to both the victims and the bullies.

Victims of Bullying will be supported by:

- Offering the victim(s) an immediate opportunity to talk about the experience with their Head of House, Form Tutor or any other trained adult if they choose.
- Informing the victim's parents / carers & offering continuing support when the need is felt or ask for
- Taking one or more of the seven disciplinary steps described later on, to prevent more bullying.

Bullies will be punished and offered help and support to change their behaviour by:

- Talking through what happened, to discover why they became involved
- Informing the bully's parents / carers and engaging them in the problem
- Arranging for them to be escorted to and from school premises
- Continuing to work with bullies in order to get rid of prejudicial attitudes
- Taking one or more of the seven disciplinary steps described below, to prevent more bullying.

Disciplinary steps on bullying

1. Bullies will be warned officially to stop offending and incident logged on SLEUTH
2. The bully's parents / carers will be informed.
3. The bully may be excluded from the School premises at certain times e.g. lunch times.
4. The bully may be escorted to and from the School premises.
5. If the bullying behaviour does not stop, the bully may be excluded for a fixed period.
6. If the bullying behaviour continues, there will be a recommendation to exclude the bully for a longer fixed period, up to 45 days in a year.
7. If the bully will not end such behaviour, there will be a recommendation to the Governors for permanent exclusion (expulsion).
8. If the bullying is linked to radical or extreme views the London Borough of Havering's designated Prevent Officer will be contacted.