

Anti-Bullying Policy

Our policy:

- We believe that all young people have the right to come here without fear of being bullied.
- Bullying is taken as a serious offence at Leicester Community Academy and bullies will have to face serious consequences upon being caught.
- We aim to create a calm, secure and caring environment, so that everyone can benefit from his education.
- We do not believe bullying is wide spread at Leicester Community Academy – but it does happen; LIKE AT EVERY OTHER SCHOOL. We consider all complaints seriously, and try to deal with them promptly, sensitively and effectively. We aim to show that, at Leicester Community Academy:

“THE BULLY DOES NOT WIN!”

What is bullying?

- It is a wish to deliberately hurt, threaten or frighten another person. It can happen at any time.

Bullying is usually:

- Physical: e.g. pushing, kicking, hitting.
- Verbal / emotional: e.g. name-calling, teasing or spreading rumours.
- Silent: e.g. isolation of the victim by getting others to ignore him.

It can also involve:

- Rude gestures, sexual harassment, clothing, taking things without permission, extortion of money, gossip etc.

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What should you tell a student to do if they are being bullied?

- Tell yourself that this is not right and you shouldn't put up with it.
- Try not to show that you are upset.
- Try to be assertive – say "NO!"
- Stay with a group of people or friends.
- Stay in an area of the Leicester Community Academy where there are adults.
- Don't fight back, it usually makes things worse.
- Talk with an adult who you feel you can trust. Your complaint will be taken seriously and you will be part of the investigation. It won't be a "leave it with me".
- Keep a log of who's bullying you – when, how, where (with witnesses).
- Never keep silent.

"SILENCE IS THE BULLIES GREATEST WEAPON. IF A STUDENT REMAINS SILENT, A BULLY CAN BULLY THEM AT ANY TIME."

- Bullies normally threaten to do awful things if you tell. You must face up to them and **must tell**. Bullies threats are usually just that.

What should a student do if you see others being bullied?

- If you can, take action to stop it.
- If you cannot do anything immediately, then tell an adult.
- You will not be named and the bully will have no idea you were involved.
- Remember, if you do nothing, then, 'you are on the side of the bully'.

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How can parents help?

- Take an active interest in your child's social life – who are his friends; what happens during lunch hours; how they travel to and from school?
- Look out for any signs of distress – are they unhappy, regularly feel unwell, having missing possessions or do not want to attend Leicester Community Academy.
- Tell Leicester Community Academy staff members immediately if you have any concerns. Your communication will be taken seriously and you will be kept informed.
- Written records of bullying do help – when, how, where, etc.
- Don't encourage your child to hit back or get others to do so. Not only does it make things worse, you are then part of the bullying – remember, bullies need help too, if they are to stop completely.
- Make sure your child knows it is not his/her fault.
- If you suspect your child of being a bully – or is involved in bullying, then please let us know. We will have to work together to overcome the problem, but we can't do it unless we are notified.

WE CAN ONLY STOP BULLYING IF WE KNOW ABOUT IT!

What will Leicester Community Academy continue to do?

- Encourage **non-aggressive** relationships between all the pupils at Leicester Community Academy.
- Organise the timetable and duties to minimise opportunities for bullying.
- Take care to make sure that our entire curriculum includes work about values and relations with each other.
- Make sure everyone knows our policy on bullying.
- Encourage everyone to feel they should talk to an adult when they suspect bullying or are concerned about anything.

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- Deal quickly and fairly with any incidents that occur, doing our best to involve the parents at every stage.
- Continue to monitor situations afterwards to ensure no further problems occur.
- In whatever way a bully chooses to abuse his/her victim, his/her minimum punishment will be temporary suspension from Leicester Community Academy. After returning from temporary suspension, Leicester Community Academy will help him/her to integrate back into the School and accept its Code of Conduct. If he/she persists in this type of behaviour after returning, then h/she will be expelled.
- If a pupil is bullied and is then threatened to stop him/her from reporting the incident to the office, the bully will be expelled immediately.

Conclusion:

This policy can only be successful if we **all** work hard at making it so. It will not stop bullying overnight, but will help to minimise it at Leicester Community Academy. As bullying rarely sorts itself out, we need everyone to play an active role in this area to make sure that:

***LEICESTER COMMUNITY ACADEMY IS A PLACE
WHERE THE BULLY DOES NOT WIN!***

Bullying Policy Statement.

This statement on bullying is an extension of Leicester Community Academy's Equal Opportunities Statement:

"All forms of aggression are openly condemned".

Anything that makes a person's life uncomfortable is totally unacceptable. Victims of bullying will be supported and bullying deterred.

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Leicester Community Academy proposes to combat bullying in the following ways:

Organisational / Administrative Strategies

- Implement procedures to follow up bullying incidents and notify and involve parents of victims and bullies when possible.
- Use of incident report by all people.
- Support victims and bullies using outside agencies where relevant.
- Examine Leicester Community Academy's physical environment and recreational areas.
- Include **all** staff including non-teachers.
- Encourage pupils to talk to a member of staff to whom they can relate.

The Curriculum

- The Tutorial programme will contain a section on bullying.
- The academic curriculum and cross-curricular themes can also highlight bullying.

Parents

A copy of the bullying policy should be included in the pupil & parents' guide and dialogue between parents and staff would be welcomed in the future. Along with this, Leicester Community Academy will issue advice and guidance for parents.

What Parents & Pupils should know about pupils who are caught bullying or harming other pupils?

Pupils guilty of fighting or causing harm to other pupils will be suspended. Leicester Community Academy will then contact the parents of the victim and ask them to come in and see their child and discuss the issue with him/her as well as to make sure no serious physical or emotional harm has come upon their child.

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At this point Leicester Community Academy will discuss the issue with the parents of the victim and see if they are willing to forgive the 'aggressor'. If the parents of the victim are willing to forgive the 'aggressor' then Leicester Community Academy will request the parents of the 'aggressor' to establish contact with the victims parents, ask for forgiveness and make a sincere promise that their child will not repeat such an offence again.

If the apology has been accepted, they should contact the Head Teacher at Leicester Community Academy stating they have forgiven the aggressor.

Before Leicester Community Academy decides to accept the aggressor back in to the school, the school will review his/her recent behaviour and his/her performances. If the aggressor's behaviour and performances have been reasonable, he/she will be re-admitted in to the school.

If the parents of the victim are un-willing to forgive the aggressor or we find his/her commitment to his/her studies and his/her discipline and behaviour to be unacceptable, then the school will have no option than to **exclude** this pupil.

All incidents, reports and outcomes from Child Protection officers, teachers, carers, parents, children, social services and police are recorded on a password protected file on the schools computer management system. They are strictly private and confidential and only for the attention of the Head Teachers and Child Protection Officers and agencies such as social services and police.

Reviewed: December 2017

Next Review: December 2018