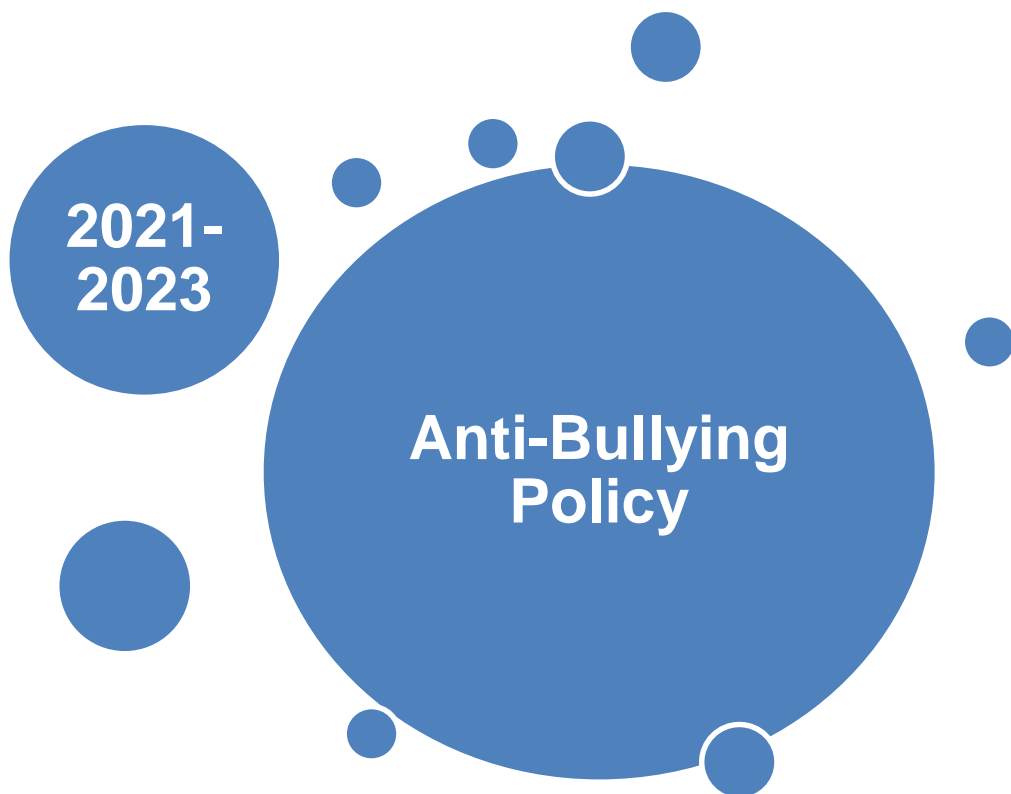


The ContinU Plus Academy





The ContinU Plus Academy

Anti-Bullying Policy



Anti-Bullying Procedure

At The ContinU Plus Academy, we are committed to providing a caring, supportive and safe environment for all of our students. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. The Home-School Partnership agreement states clearly that students must never:

- Verbally or physically abuse any member of the school community;
- Bully or intimidate anyone in our community, or use technology to communicate threats.

What Is Bullying?

Bullying is deliberately hurtful behaviour by one person or a group of people towards another/others. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Transphobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email & internet chat room misuse mobile threats by text messaging & calls misuse of associated technology, i.e. camera & video facilities

Bullying is a form of peer on peer abuse (please see the ContinU Plus Academy's Peer on Peer Abuse Policy).

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. The school has a responsibility to respond promptly and effectively to issues of bullying.

Procedures

1. Report bullying incidents to staff.
2. Staff complete a Behaviour Incident Form
3. Incidents to be investigated fully by the SLT and, if appropriate, written statements to be taken, during interviews from all parties involved, signed and dated. These statements will be retained and the incident logged on CPOMS.

4. Parents will be informed and, in serious cases, asked to come to a meeting

Students are made aware of the clear lines of communication that exist if they wish to report incidents of bullying. Students are encouraged to report all bullying.

Key people to talk to:

- Teacher
- Learning Coach
- Friends
- Siblings

Incidents of bullying are dealt with using restorative methods where appropriate. The school regularly seeks the views of students with regard to bullying and how it is dealt with. This information is then used to inform policy and practise.

This policy shares links to the Keeping Children Safe in Education 2021 policy. With specific reference to 'prejudice-based bullying' and 'discriminatory bullying'.

The Pastoral Lead logs and records all incidents of bullying and with the other members of SLT, analyses incidents of bullying and looking specifically at patterns in order for pro-active measures to be taken.

The school supports those students who have bullied others by developing awareness and empathy. The tutors teach all pupils CPACT that includes understanding the nature of bullying and how to deal with it.

The ContinU Plus Academy



Anti-Bullying Charter

We are working with staff, students and parents/carers to create a school community where bullying is not tolerated.

Our School Community:

- Discusses, monitors and reviews our **Anti-Bullying Policy** on a regular basis. Good practice suggests the Anti-Bullying Policy should be reviewed on average every two years.
- Supports **staff** to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that **students** are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and that students contribute to and abide by the Anti-Bullying Policy.
- Reports back quickly to **parents/carers** regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the Anti-Bullying Policy.
- Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the **Local Authority and relevant organisations** when appropriate.

The ContinU Plus Academy's Anti-Bullying Policy is published in its entirety on the CPA's website (www.continuplus.org.uk).

Date Policy Created: January 2022

Member of Staff Responsible: Mr Luke Parrock (Pastoral Lead)

Review Date: January 2023

Signed: 

(Staff member responsible)

Signed: 

(Headteacher)

Signed: 

(Chair of Governors)