



the ST LAWRENCE academy

Anti Bullying Policy

Within the academy we strive to create a learning environment, curriculum, experiences and relationships in which all individuals can find expression, be nourished and developed.

The academy commits itself to creating an environment for everyone that is characterised by our core values of Truth, Justice, Forgiveness, Generosity and Respect. These values have been used to determine this policy.

WE DO NOT ACCEPT BULLYING BEHAVIOUR IN THE ST LAWRENCE ACADEMY

All members of the academy community have a responsibility in preventing bullying

WHAT IS BULLYING BEHAVIOUR?

Bullying behaviour is any act deliberately inflicted upon another person to make them feel insecure, isolated or upset. It can involve behaviour which includes:

- Hitting, pushing, kicking
- Threats, taking money or possessions
- Making hurtful comments, name calling, teasing
- Targeting a person for having a Special Educational Need or disability or for their sexual orientation, gender, race or religion
- Spreading rumours – inside or outside of the academy
- Leaving people out on purpose
- Damaging work or possessions
- Ganging up by a person or group in a stronger position
- Using technology such as the internet or text messages to make abusive or threatening comments
- Encouraging or standing by at an incident and doing nothing to try and stop it happening

IMPACT OF BULLYING

Bullying can

- Affect concentration and learning – it impacts negatively upon motivation and confidence
- Lead to students truanting or refusing to attend the academy – thereby missing education because they are frightened
- Cause long terms psychological and physical damage
- In extreme cases cause children to commit suicide over bullying

Those who bully are likely to continue to use bullying behaviours in their relationships with other children and adults and their bullying behaviour can become part of a more generally anti-social behaviour pattern.

YOUR RIGHTS AND RESPONSIBILITIES

Everyone has the right to feel secure at academy. At The St Lawrence Academy we all share the responsibility to create a safe and comfortable working environment for everyone. Staff and students need to work together to build and maintain respectful relationships with each other.

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

- Tell someone you feel safe talking to - take a friend with you if it helps
- You have the right to ask for more help if nothing changes
- Ideas and advice about ways you can tackle bullying yourself can be obtained from the Student Progress Leaders and other staff.

STUDENT SERVICES AND THE STUDENT PROGRESS LEADERS ARE AVAILABLE AT LUNCH TIME AND YOU CAN GO AND TALK TO ANY ADULT OR PEER MENTOR OR PREFECT ABOUT BULLYING

WHAT CAN YOU DO IF YOU KNOW OF ANYONE BEING BULLIED?

- You have a responsibility to help prevent bullying - but not with violence
- Ask them what's going on
- Let them know what support the academy offers
- Tell someone if you know of anyone being bullied

DON'T JUST WATCH – TOGETHER WE CAN STOP BULLYING

ARE YOU BULLYING OTHERS?

Most people have bullied someone at some point in their lives. If you are doing this then try to work out why:

- Do you mean to upset or hurt others?
- Do you know when you are bullying?
- Is something making you miserable?
- Talk to someone

Bullying behaviour is usually a signal that the bully needs some help too. Bullies are often – afraid, jealous, angry, insecure and unhappy.

EVERYONE CAN CHANGE THEIR BEHAVIOUR WITH THE RIGHT SUPPORT, ASK FOR HELP

WHO CAN YOU GO TO FOR HELP?

- Form Tutors
- Student Progress Leaders
- Achievement Team Leaders
- Teachers
- Prefects
- Peer Mentors
- Police
- Senior Leadership Team
- Office staff
- Caretakers
- Academy Nurse
- Student Supervising Officers
- Kitchen staff
- Academy School Council Representatives

GO TO ANY OF THESE PEOPLE - THEY WILL LISTEN AND HELP

OTHER ORGANISATIONS THAT CAN OFFER HELP AND SUPPORT:

- Childline: www.childline.org.uk or telephone: 0800 1111
- Kidscape: www.kidscape.org.uk or telephone: 0207 730 3300 Mon to Fri 10am – 4pm.

PROCEDURES FOR STAFF

- Record all incidents on a referral form or on SIMS and send a message to the appropriate Student Progress Leader and Mrs Parker will ensure issues are followed up
- Staff all need to ensure that incidents are appropriately recorded and that action is taken as soon as possible
- Staff will respond to the young person who has acted in a bullying way by:
 - ensuring that he/she recognises his/her behaviour and how it affects others
 - applying appropriate sanctions
 - supporting and advising on strategies to change behaviour
- Staff will respond to the child who is bullied, hurt or upset by:
 - Actively listening to all concerns
 - Offering support and strategies to deal with unwanted behaviour
 - Protecting the child and ensuring their safety
- Staff will promote taking responsibility amongst those involved by, where appropriate, bringing together all those involved to resolve the situation
- Staff will ensure that the parents/carers of all those involved are informed as well as involving external agencies when necessary
- Senior Leadership Team will ensure annual review of this policy and ensure monitoring strategies such as overseeing Bullying Referrals along with the anti-bullying coordinator and meeting with Student Council and other student groups to hear from their point of view how the academy is responding to incidents and their concerns

PARENTS/CARERS CONCERNED ABOUT BULLYING

- Please do not hesitate to get in touch with student's Form Tutors/Achievement Team Leader/Student Progress Leader or Anti-bullying coordinator (Mrs Parker) should you have any concerns about bullying. The academy telephone number is: 01724 842447
- An organisation that provides help and support for Parents/Carers is: Parentline Plus: www.parentlineplus.org.uk or telephone 0808 800 2222 for advice on supporting a child who is being bullied



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NAME..... TUTOR GROUP

REFERRED BY..... DATE

REASON FOR REFERRAL (ie incident details other parties involved etc)

STRATEGIES ALREADY USED:

FURTHER INTERVENTION:



Peer Mentor REFERRAL FORM

NAME TUTOR GROUP

REFERRED BY DATE

REASON FOR REFERRAL (ie incident details other parties involved etc)
PLEASE NOTE THIS FORM WILL BE GIVEN TO THE PEER MENTOR

SUGGESTED PEER MENTOR: please discuss with the student

Warsame Dualeh 11T	Y/N	Lindsay Donga 9G	Y/N
Olivia Tuffs-Moulds 10A	Y/N	Athanasia Nikolaidis 9G	Y/N
Zarrin Begum 11T	Y/N	Anay Cook 9T	Y/N
Kamile Virvilate 11A	Y/N	Megan Diggle 9G	Y/N
India Cowell 11T	Y/N	Ellie Reevel 9E	Y/N
Habibah Shah 10G	Y/N	Shiuli Bhattacharyya 10R	Y/N
Amelia Gibb 10E	Y/N	Jordan Canvass 10G	Y/N
Ishrat Khan 9A	Y/N	Anisa Hussain 9A	Y/N
Aaisha Ahmed 10G	Y /N	Nahima Jumi 9R	Y/N



Olivia Tuffs-Moulds 11A
Kamile Virvilaite 11A



Warsame Dualeh 11T



India Cowell 11T



Zarrin Begum 11T

ANTI BULLYING

PEER MENTORS



Shiuli Bhattacharyya 10R



Jordan Canvas 10G



Anay Cook 9T



Ishrat Khan 9A



Anisa Hussain 9A



Megan Diggle 9G



Ellie Reevel 9E



Habibah Shah 10G



Aaisha Ahmed 10G



Lindsay Donga 9G



Athanasia Nikolaidis 9G



Nahima Jumi 9R



Amelia Gibb 10E