



Phoenix Academy is committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils are able to tell a staff member and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to report to it.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in distress and pain to the victim.

Bullying can be:

- Emotional Being unfriendly, excluding, tormenting
- Physical Pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email and internet chat room misuse.
Mobile threats by text messaging and calls
Misuse of associated technology

Objectives of this Policy

- All teaching and non-teaching staff, pupils and parents/guardians should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents/guardians should know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously.
- Bullying will not be tolerated.

Procedure

1. Report bullying to staff. (*See Complaints and Appeals Procedure*)
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents/guardians should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped.
6. An attempt will be made to help the bully change their behaviour.

Outcomes

1. The bully may be asked to genuinely apologise in person or writing. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident has been investigated and dealt with, each case will be monitored to ensure no repeat of bullying occurs.

Adapted from www.kidscape.org.uk