



THE ACADEMY OF
**ST FRANCIS
OF ASSISI**

Anti-Bullying Policy

Review Period	Annually
Person Responsible for Policy	Headteacher
Governing Committee	Admissions, Inclusion & Ethos
Date of Trustees Approval	October 2021
Date for Review	October 2022

I Background Information

1.1 The Academy of St Francis of Assisi currently has 862 students on role aged 11-16. The students come from the residential areas of Kensington, Anfield, Fairfield, Toxteth and other surrounding areas and reflect the wide social, ethnic and religious natures of these areas.

1.2 This policy takes note of the 2017 DfE Guidance “Preventing and Tackling Bullying”

2 Aims and Objectives of the Academy Anti-Bullying Policy

2.1 The Academy offers students a balanced and broadly based curriculum which:

- promotes the spiritual, moral, cultural, mental and physical development of students at the Academy and of society;
- prepares students for the opportunities, responsibilities and experiences of adult life.

2.2 The Academy aims to:

- eliminate the incidence of bullying in this Academy;
- create a safe environment for all students and staff.

2.3 The Academy will work towards these aims in partnership with parents/carers. The aim of the anti-bullying policy is to clarify the systems of dealing with bullying and outline the content and manner in which anti-bullying education will be delivered.

2.4 Other Academy policies which have relevance to the anti-bullying policy are:

- Equal Opportunities
- Safeguarding
- Behaviour for Learning
- Health and Safety
- SEND

2.5 Objectives:

- To ensure that there is an effective system of monitoring bullying incidents in place;
- To provide guidance on how bullying incidents should be responded to;
- To set out a programme of awareness raising and education on the issue with both staff and students.

3 Morals and Values Framework

3.1 The Academy believes that all staff and students have the right to feel safe and secure in the Academy environment. The Academy encourages the following Christian values:

- respect for self;
- respect for others;
- responsibility for their own actions;
- responsibility for their family, friends, Academy and wider community.

4 Equal Opportunities

4.1 This Academy is committed to working towards equal opportunities in all aspects of Academy life. All resources used will support this commitment.

5 Content

5.1 Anti-bullying education will:

- provide information that is relevant and appropriate to the age and developmental stage of the students;
- develop skills of assertiveness, communication and effective dialogue in relationships, enabling students to deal with conflict and feelings e.g. anger;
- encourage the exploration and clarification of values and attitudes, rights and responsibilities;
- foster self esteem, positive self-image and confidence.

5.2 Topics and themes will be revisited taking account of the students' development. Topics will include:

- feelings and relationships;
- personal safety;
- lifestyles and culture;
- growing up;
- conflict resolution;
- peer pressure.

6 Organisation

6.1 Anti-bullying education will be coordinated by the Assistant Headteacher for Data and Curriculum.

6.2 Delivery will be through:

- topics within the Personal Development programme;
- some assembly time;
- form time;
- Heads of Year with individual and groups of students.

6.3 Active learning methods which involve students' full participation will be used.

7 Guidelines on Responding to Incidents

7.1 The Academy will treat seriously all incidents which are brought to the attention of the staff. The victim will be listened to. A record of the incident will be documented on SIMS and appropriate actions will be taken. Parents/carers will be notified and kept informed. Witnesses will be interviewed and a record made. The perpetrators will be interviewed and a course of action will be decided dependent on individual circumstances.

8 Outline of Monitoring Procedures

8.1 Records will be kept of all reported bullying incidents by the Deputy Headteacher. A record will be made with regard to the age and gender of all students involved, the nature of the incident and type of response made. The bullying record will be monitored and follow up restorative practice with students will be implemented.

8.2 A factual brief summary of the incident will be placed in the victim's and bully's file. These records can be accessed by the Deputy Headteacher, Directors of Progress and Heads of Year. These files will be held according to Academy policy.

8.3 Student questionnaires will be undertaken annually and findings will be shared with staff.

9 Other Approaches to be Used

- 9.1 A 'heroes' system has been introduced and heroes have been trained by external group humanutopia.
- 9.2 All individuals working with students work within the Academy's moral framework. The Heads of Year will be used to support students as appropriate both during lesson time and at lunch and break time.

10 The Role of External Agencies and Procedures for their Involvement

- 10.1 External Agencies will be used to support and assist the teachers in the development of the classroom-based work and on a one to one basis. They will be required to work within the Academy's moral framework outlined earlier. Every individual/group who has contact with the students will be DBS checked.

11 Confidentiality

- 11.1 Students will be made aware that some information cannot be held confidentially and that their best interests will be maintained.

12 Disclosure or Suspicion of Possible Abuse

- 12.1 The Academy of St Francis of Assisi has a Safeguarding Policy and procedures for dealing with child protection concerns based on current guidelines and recommendations.

13 Consultation with Parents/Carers

- 13.1 Parents/carers will be notified and kept informed as appropriate. The Deputy Headteacher will be informed of all bullying incidents.

14 Complaints Procedures

- 14.1 Any complaints about the anti-bullying procedures or programme should be made by following the Academy's complaints policy.

15 Disciplinary Procedures

- 15.1 The Academy will handle each case individually recognising that the future of the students involved could be affected by the decision and subsequent action(s) undertaken.

16 Incidents Outside the Academy

- 16.1 The procedures laid out in this policy equally apply to any incidents off Academy premises where the student(s) are involved in Academy activities. Incidents outside the Academy may be communicated to the police.

17 Dissemination of the Policy

- 17.1 All staff members and Governors have access to this policy via the website.

18 Monitoring, Evaluation and Review

- 18.1 Possible success indicators, which will indicate the effectiveness of the programme, will include:
- number of reports of bullying;

- increase in students reporting that they feel the Academy is actively acting to reduce and prevent bullying;
- students feeling that there is no bullying in the Academy;
- all staff responding to incidents of bullying quickly and effectively.

19.1 Feedback from staff, parents/carers and students will indicate the effectiveness of the procedures and education programme.

19.2 The policy will be reviewed using a consultative process which identifies teacher, student and parent/carer feedback.

19.3 A termly overview report will be produced by the Deputy Headteacher and scheduled as an agenda item for Governors' meetings. A nominated Governor will have a link role between the Academy and Governing Body.