



Anti- Bullying Policy

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Document Approval	Stewart J Cowden
Approval Date	September 2023
Review Date	To be reviewed annually on 30th September

There is a 'zero-tolerance' bullying policy in The English Academy and it is made clear that bullying in any form is unacceptable. The Academy deals with the issue of bullying by prevention through educating its students about its effects through PSHE lessons throughout the key stages. This begins straight away during 'circle time' in EYFS and continues in PSHE lessons throughout each Key Stage. There is also a 'buddy' system for new students which helps them to integrate into the school. A mentoring system, where Year 12/13 students support new students, also exists to help students assimilate. During every break time there are prefects on duty to support and supervise students; if incidents do occur at this time, they are reported to the appropriate Head of Year / Year Leader. At TEA, if bullying does take place, there is an expectation that all students should be able to tell a member of staff or fellow student.

The Academy has a clear sanctions policy that allows it to deal effectively with most bullying incidents. Minor bullying issues are mediated through the specific Key Stage pastoral team and the problem is usually resolved verbally. Notes & any form of sanction are recorded on the schools information management system, currently 3sys. Students will also be kept apart during break times and in class time, should this be necessary. Each situation is followed up to ensure the problem does not escalate and is resolved. If bullying incidents are related to religion and racial issues, members of the administration team and the school's Directors would be involved.

Throughout Key Stages 2, 3, 4 and 5, should more severe bullying incidents occur, students are placed in isolation. They are interviewed by the appropriate Head of Year / Year Leader and witness statements are taken. The Head of Administration is informed, who then speaks to the relevant students. Parents are also informed and the students are internally isolated until the parents attend a meeting with the School Principal. At this point an orange slip will be issued [KS3, 4 or 5] or a Yellow slip [KS1 &2] which leads to a behaviour report being issued &/or an after school detention &/or there will be a formal suspension by the School Principal. Upon return, students will be monitored very closely by the class/form tutor and the Head of Year / Year Leader. Should the student not settle upon their return, further action will be taken in accordance with the sanctions



policy. The student who has been bullied is supported with constant monitoring by the Head of Year / Year Leader. All documentation surrounding each bullying incident is placed in each student's individual file and is also recorded on 3sys / PASS. Records are checked if further incidents occur. If necessary, students who bully may be put on to a behavioural contract to monitor their behaviour and attitude towards others. This is reviewed and parents are very much involved in this process.

The Academy's response to incidents, depending on the situation include the following:

- Use of behaviour policy
- Monitoring by tutor &/or Year Leader / Head of Year
- Peer support / peer mentoring
- Use of behavioural contract
- Liaison with parents
- Referral to Academy Counsellor
- Internal / fixed / permanent exclusion

At The English Academy the emphasis is very much about providing a support framework for students and giving them the knowledge to be more aware about what is acceptable behaviour. This focus on prevention, through the learning process, allows students to appreciate and respect one another irrespective of differences.