



South Lakes Academy Anti-Bullying Policy

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South Lakes Academy's mission statement states, "We will provide a safe, supportive learning environment with opportunities for each student to develop the skills and knowledge to become a responsible, successful citizen." One of the ways in which we can create this 'safe and supportive' learning environment is to ensure that we have adequate policies in place to support this. This Anti-bullying policy has been created in order to establish and explain our stance on bullying – that it will not be tolerated in any way, shape or form. This policy has been drawn up under the guidance of the DfES Practice Document, "Bullying – Don't suffer in silence".

It is worth mentioning at this point that all our students are taught on a one-to-one or one-to-two basis and as such there is no real risk of any young person to bully another young person at school as our students are supervised constantly. That being said, South Lakes Academy recognises that there may be isolated incidents that 'slip through the net', therefore we have implemented this Anti-bullying policy.

What is Bullying?

Bullying is considered to be a repetitive or intentionally causing pain to another person, this pain may be physical, verbal or emotional. Generally, in cases of bullying there is a relationship involving an imbalance of power. Bullying can be found in a variety of forms, for example, racial, sexual and/or homophobic comments, and can happen in a variety of ways, such as, person-to-person, anonymous notes, or in 'cyberspace' – in the form of email, or text messages or through other social media outlets.

It must be pointed out that not all negative interactions between students can be classified as bullying, and here at South Lakes Academy we work hard in order to help our students to understand the difference between bullying and falling out or arguing.

Practice and Procedures

It is recognised that bullying can have a huge range of consequences, not only for both the victim and the perpetrator, but also for anyone that witnesses the bullying, staff involved, the community and for society at large. All staff, students and visitors to South Lakes Academy must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and demonstrating a clear understanding that we disapprove of this unacceptable behaviour. South Lakes Academy take bullying seriously, and that all persons involved in the Academy should understand that the reporting of bullying is essential, and that South Lakes Academy will support them fully whenever bullying is reported.

It is the responsibility of all members of South Lakes Academy to implement this Anti-Bullying Policy.

Staff Responsibilities

South Lakes Academy recognises that staff have a vital role to play, as they are at the forefront of behaviour management and supporting the students sense of well-being in the school. It is therefore expected that all staff will:

- Provide a positive role model by behaving in a respectful and caring manner to all pupils and colleagues, to help create a positive atmosphere;
- Raise awareness of bullying through curriculum activities.
- By liaising with the head of centre, keep staff informed of any issues surrounding the delivery and implementation of this policy

Student Expectations

South Lakes Academy expect that students will:

- Support staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise.
- Be involved in the monitoring and/or reviewing of the policy
- Feel confident that everything is being done to make the centre a safe and secure environment for them to achieve and learn.
- Feel supported and confident in reporting incidents of bullying
- Feel reassured that action regarding bullying will take place and incidents of bullying will be dealt with.

Recording and Monitoring

All incidents in or out of class should be recorded and reported to the head of centre, who will then keep a written diary or log of any other incidents. This will enable the Head of Centre to be able to see if there is any pattern of these incidents in order to establish whether it is a bullying case or other issue.

Upon receiving these reports, the Head of Centre should ascertain as far as reasonably possible whether bullying has taken place and resort to South Lakes Academy Whole School Behaviour Policy for further information in deciding how to solve said incidents.