



Anti-Bullying Policy

(Including racial incident and anti-bullying reporting)

Policy agreed by Staff on:	Spring 2021
Ratified by Local Advisory Board on:	25 th March 2021
Review Date:	Spring 2024
Agreed Frequency of Review:	3 Yearly
Allocated Group / Person to Review:	LAB can delegate to committee or individual member or HT
Signed by Chair:	
Signed by Headteacher:	



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Purpose/Background

Bradford AP Academy (BAPA) aims to ensure that all members of its learning community feel welcome, safe and able to learn and make progress. Bullying of any kind prevents this from happening.

Definition of Bullying:

Bullying is the repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, virtually and/or emotionally. It can take many forms including discriminatory comments, or can occur through cyberspace, in the form of e-mail or text messages etc.

Not all negative interactions between pupils can be characterised as bullying and BAPA works hard to ensure that pupils understand the differences between bullying and falling out or arguing.

Practice and Procedures

Bullying has a huge range of consequences for both the victim and perpetrator, for those that witness the bullying, for the staff involved, for the community and for society in general.

Everyone involved in BAPA must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour.

At BAPA, we take bullying seriously. Pupils, staff, parents and carers should understand that reporting bullying is essential and be confident that BAPA will deal with any bullying incident reported.

It is the responsibility of all members of the BAPA community to implement the Anti-Bullying Policy.

Staff have a vital role to play, as they are at the forefront of behaviour management and supporting their pupil's sense of well-being.

We expect that staff will:

- Behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere.
- Provide good role models.
- Raise awareness of bullying through curriculum activities including assemblies, role-play, discussion, peer support.
- Through the Headteacher, keep the BAPA Local Advisory Board informed of the effective delivery of this policy.

Pupils are expected to:

- Support the Head of Centres, AP and Home Engagement Manager and 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 review of the policy.
- Feel confident that everything is being done to make the centres/APs safe and secure environments to achieve and learn.
- Feel supported in reporting incidents of bullying.

- Be reassured that action regarding bullying will take place.

BAPA Local Advisory Board supports the implementation of this policy and regularly monitor incident reports and actions taken to ensure its effectiveness.

Recording

All incidents in or out-of-class should be recorded on the CPOMS system. Incidents clearly identified as bullying must be reported to a member of the Senior Leadership Team (Head Teacher, Head of Centre or AP and Home Engagement Manager).

Monitoring

Trends and strategies are analysed for inclusion in the Headteacher reports to the BAPA Local Advisory Board.

Careful monitoring and analysis provides regular opportunity to link monitoring to action planning for the following academic year.