



Anti-Bullying Policy

Effective Date: 01 January 2022

1. Introduction

Platinum Academy of Performing Arts (“Platinum Academy”, “we”, “us” or “our”) is committed to ensuring that all students can learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Platinum Academy.

If you have any comments or questions about this Anti-Bullying Policy, feel free to contact us at admin@platinumacademy.co.uk

2. What to do if you or someone you know is being bullied

- Inform a member of staff in the room at the time of the incident; or
- Inform the Principal or Vice Principal; or
- Tell someone that you are confident in speak to

3. Definitions and types of bullying

Bullying is *‘deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another.’*

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, spreading rumours)
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist** - racial taunts, graffiti, gestures
- **Sexual** - unwanted physical contact or suggestive/sexually abusive comments
- **Homophobic** - because of, or focussing on the issue of sexuality
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing
- **Cyber** - All areas of interest, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated Technology, i.e. camera or video facilities.

4. Procedures of dealing with bullying

We expect every member of staff to challenge bullying behaviour at our Academy. Platinum Academy will react firmly and promptly where bullying is identified and a range of strategies are available to staff, according to the nature of the behaviour and incident.

Bullying will be referred to the Senior Leadership Team, who have the following procedures in place:

- Investigate the situation by talking to students involved, witnesses and staff members.
- Record evidence, as appropriate, in oral, written or picture form (CCTV) from students involved and witnesses.
- Respond to bullying by ensuring that the bully recognises, owns and reflects on their behaviour/s and how it affects others, applying appropriate sanctions, guiding, supporting, advising and offering strategies to change their behaviour and involving parents/carers in any incident of bullying as appropriate.
- Respond to the student who is bullied, hurt or upset by actively listening to them, offer support and involve parents/carers where appropriate.
- Review the situation with students involved and parents/carers where appropriate.

All staff should consult a Senior Leader before contacting students and/or parents/carers regarding bullying issues.

5. Guidance about dealing with specific types of bullying

Given the diverse nature of types of bullying, it is very difficult to include explicit reference to all the different types and do them all justice. There are three very specific types of bullying that have more specific issues that need to be addressed within this policy so that our community can gain a deeper understanding of these types of bullying than they have previously;

Cyberbullying

Cyberbullying is the use of information communications technology (ICT), in particular, mobile phones and the internet to deliberately upset someone else. Hurtful messages may be received at home as well as during the Academy, by text and email, and insulting statements and photos taken by digital cameras or mobiles may be spread to a very large community of users via email and websites, especially social networking sites. A victim may be "set up" with a plan to take and distribute an embarrassing photo. One may not even find out the name of an electronic bully. Chat rooms may be frequented by people with fake identities, some of whom know the victim and try to trap them. Others may be strangers - even paedophiles. Cyberbullying is most commonly student to student but may also concern student to teacher bullying.

NB: Students in our Academy sign an Acceptable Use Contract covering all aspects of use and misuse of the Academy's online platform, which could thus include cyberbullying.

The victim should be advised to save and write down all previous incidents and record new ones, but not to reply to the messages. Any electronic equipment used in cases of Cyberbullying will be confiscated and used as evidence until further notice from the Principal. Sanctions could include denial of access to the Academy's online platform.

Some forms of cyberbullying may break the laws against harassment and malicious communications, which should be made clear to students. If the cyberbullying is occurring out of the academy, parents/carers are advised to contact the relevant authorities who will in turn attempt to trace senders of insulting text messages and emails, and it is possible to report the incident to the network provider and get unflattering statements and videos taken off websites.

Homophobic Bullying

Homophobic Bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.

Who experiences homophobic bullying?

- Young people who are lesbian, gay or bisexual
- Young people who are thought to be lesbian, gay or bisexual
- Young people who have gay friends, or family, or whose parents are gay
- Teachers and Staff who may or may not be lesbian, gay or bisexual

Homophobic Bullying at Platinum Academy will not be tolerated. Any students involved with homophobic bullying will be dealt with and appropriate sanctions made as outlines in the Student Code of Conduct.

Sexual Bullying

A case of proven sexual assault is likely to lead to exclusion from the Academy and intervention of the Police. Sexual Bullying is characterised by:

- Abusive name calling
- Looks and comments about appearance, attractiveness
- Inappropriate and uninvited touching
- Sexual innuendos and propositions
- Pornographic material and graffiti with sexual content
- In its most extreme form, sexual assault or rape

6. Updates to this Policy

We may update this Anti-Bullying Policy from time to time. When we make changes, we'll update the 'Effective Date' at the top of the Policy. We encourage you to check back periodically to review this Policy for any changes since your last visit.