Thinking Schools Academy Trust

"Transforming Life Chances"

Anti-Bullying Policy

<u>Goodwin Academy</u>

This policy was adopted on	April 2019
The policy is to be reviewed on	April 2020

Anti-Bullying Policy 2019

Goodwin Academy is a learning community where staff and students feel safe and secure. Academy life is characterised by a calm, purposeful environment underpinned by relationships built upon mutual respect. Our expectation is that all students and staff will behave in appropriate and socially acceptable ways.

Every member of staff has a key role to play in promoting and sustaining the highest standards of behaviour for learning. We aim to provide a safe learning environment where everyone feels able to enjoy and achieve and fulfil their potential, free from bullying.

The well-being of every young person is of paramount importance; every learner has the right to a high quality learning experience at school, free from harm, neglect and abuse. All staff have a duty of care and a responsibility for safeguarding and promoting the well-being of students.

Bullying is:

'Persistent behaviour by an individual or group with the intention of verbally, physically or emotionally harming another'

Bullying typically demonstrates the following characteristics:

- Repetition – not one-off incidents; frequent over a prolonged period of time
- Intent – behaviour deemed purposeful not accidental
- Clear victim – behaviour targeted at specific individual or group
- Power imbalance – unequal power causing stress to one party

Categories of bullying:

- Verbal: name calling, mimicry, teasing, insulting, spreading rumours, swearing, verbal abuse, victimisation following reports of bullying by victim or bystanders (retribution).
- Physical: Any unwanted or inappropriate touching, physical intimidation, hitting, pushing, kicking, pinching, poking, damaging or taking of belongings, deliberate pushing and shoving, threats of violence and extortion.
- Emotional: Damage to reputation, rumour spreading, deliberate exclusion from groups, torment, mimicry, ridicule, isolation, refusal to work with another student, threats, revealing personal information, inciting or coercing others.
- Cyber: Using social networking sites (e.g. Facebook, Twitter, Google+), web-based games consoles, mobile phones, messaging mediums to verbally or emotionally harm or embarrass another.

The above types of bullying are not exclusive and professional judgement should always be applied to each individual incident.

Types of bullying:

This list is not exclusive:

Homophobic
Racist
Related to disability, SEN or Health
Related to home circumstances
Sexist
Sexual
Transphobic
Related to appearance or culture

Policy Aims:

- To ensure all members of Goodwin Academy, both staff and students, understand that any form of bullying is always unacceptable.
- To ensure all students and staff feel safe and secure in all areas of the Academy at all times.
- To create an ethos of good behaviour and positive support in which all members of the learning community at Goodwin Academy treat each other with respect. This includes students, staff, parents and anyone visiting or working at the site.
- To educate students to understand that bullying will not be tolerated and that they have a responsibility to themselves and others as part of our learning community to expose any cases of bullying.
- To ensure all students are assured they will be listened to, believed and that incidents will be acted on promptly and appropriately.
- To ensure parents and carers are involved and have confidence in the schools ability to resolve any bullying issues in a way that best protects their children.

Principles:

- Staff will understand the purpose and principles of the Academy policy and its legal responsibilities in respect of bullying.
- Staff will demonstrate a firm and united stance towards the emphasis that bullying of any kind is unacceptable.
- Staff will always listen to accounts of all parties involved and will escalate and report to the relevant staff when necessary.
- Staff will ensure students understand the Academy's approach to bullying and that all students are clear in the part they can play in preventing it.
- Staff will do their best to ensure the immediate physical safety of students.
- Staff will ensure appropriate disciplinary sanctions reflected by the seriousness of the incident are implemented consistently.
- Staff will never promise to keep information confidential and will escalate to the relevant people where appropriate.

- Staff will ensure all relevant parties are fully aware of the action which has been taken and the outcomes that have been reached when the conduct of the bully or bullies has been substantiated.

Strategies:

- High staff presence and visibility during lesson change, break, lunch time and after school as this promotes student confidence at times of movement around the buildings and site.
- Regular evaluations of approach to bullying to ensure advances in technology are included.
- Regular consideration of student voice to ensure all students are aware of policies and rules and understand their role in ensuring bullying is combated effectively. This includes student surveys, class discussion and school council meetings.
- Year group assemblies and tutor group activities aimed at educating students about bullying issues, schools anti-bullying policy and non-bullying behaviour.
- Students have clear and simple yet discreet methods to report incidents of bullying within a safe environment, and are encouraged to talk to members of staff such as their form tutor or Progress Leader in addition to Wellbeing staff. All members of staff will take such a report seriously and act upon it immediately.
- Students will be expected and encouraged to report bullying, whether they are personally involved or they see it happening to other students. They will be expected not to stand and watch but to talk to an adult as soon as possible.
- Students have access to adult-supervised areas before school starts at 0830, during the school day and after school, should any students feel insecure or anxious.
- Students will be expected to avoid hurtful situations on messaging, texts or social media where bullying can take place and will try to persuade peers to do the same. Students, parents and carers are respectfully asked to keep problems from outside school away from Goodwin Academy, particularly when social media sites are involved.
- All reported incidents are promptly and thoroughly investigated, documented on the relevant forms including outcomes and parents and carers involved at an appropriate level. Students will be expected to complete an incident form honestly and quickly when required.
- Maintain links with voluntary organisations, youth workers, PCSO and other groups involved with young people to provide support and education for both victim and bully. This includes use of restorative justice where appropriate.
- Opportunities for consideration of the impact of bullying during one, or more Immersion Days through a range of activities and visiting speakers.

Dealing with Bullying

Disagreements should be addressed by form tutors or subject teachers; however, any suspicions of bullying must always be reported to the appropriate Progress Leader and the Wellbeing as soon as possible. If a student shares concerns with the form tutor first, it is appropriate for suitable action to be taken if it involves other tutor group members, but always in consultation with the Head of years / wellbeing.

Allegations of bullying by students must be referred to the Wellbeing staff and appropriate Progress Leader immediately. A plan of action will then be agreed with the student and parents consulted as

appropriate. The concern will be investigated thoroughly to clarify the facts, taking statements from the alleged bully, victims and witnesses.

Careful consideration of all circumstances will be made before sanctions or next actions are decided. This will in the vast majority of cases involve parents and carers of both alleged bully and victim being informed at the earliest opportunity.

A range of approaches will be used to support the victim and help them build resilience:

- The member of staff could offer coaching and problem solving strategies to enable the victim to tackle what has happened; this builds their resilience and confidence, nurturing lifelong learning in resolving problems. This approach is suitable for lower-level problems and where the victim wants to regain some control.
- The member of staff may work alongside the victim to resolve the problems actively through a restorative justice model; this will involve problem- solving meetings facilitated by the member of staff and sometimes with parents present.
- In serious incidents such as safeguarding, violence, threat of weapons, or sustained serious bullying, the member of staff will take over and deal with the issue in line with Academy safeguarding procedures.
- Students have the responsibility to ensure that victims of bullying are not isolated and to intervene when someone is being bullied and making it clear to the bully that their actions are disapproved of. Students should inform a member of staff if they suspect bullying is taking place. We keep a record of known bullying incidents, this includes all forms e.g. cyber, racist, homophobic and gender related bullying.
- Serious or persistent cases of bullying will be referred to the Student Services Director and appropriate Head of School and could lead to fixed term exclusion or ultimately permanent exclusion.

Links:

This policy should be employed with a close consideration of the policies for Behaviour for Learning, Equality and Inclusion and SEN.

Useful Websites:

- www.stopbullying.gov
- www.beatbullying.org
- www.education.gov.uk
- www.antibullying.net
- www.bullying.co.uk
- www.ncb.org.uk/aba
- www.exceedingexpectations.org.uk