



## ANTI BULLYING POLICY

2022/2023

|                             |                                   |
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| <i>Written by:</i>          | Annabelle Thomas & Reece Nicholls |
| <i>Agreed by Governors:</i> | March 2023                        |
| <i>Date of last review:</i> | February 2023                     |
| <i>Date of next review</i>  | February 2024                     |



## Our School Commitment

*"Providing safe and happy places to learn is essential to achieving school improvement, raising achievement and attendance, promoting equality and diversity, and ensuring the safety and well-being of all members of the school community." (DfE, 2007).*

Unified Academy is committed to preventing bullying from happening between children and young people who are a part of our school community or who take part in all aspects of our school day. Our community ethos Supporting each other achieving together seeks to provide a safe and stimulating environment in which all students are able to feel safe and flourish academically and socially. It is our goal to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.

We seek to work compassionately with all individuals involved and ensure that we can provide the appropriate support for all individuals so that bullying is address and safety measure implemented as the earliest possible stage. As a community it is important to us that appropriate information is supplied to all staff, volunteers, children, and their families about what we should all do to prevent and deal with bullying. This policy statement applies to anyone working on behalf of Unified Academy and will, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students. We as a community are committed to eradicate any form of bullying.

# CURIOUS

We are curious to experience and discover the world around us



# RESPECTFUL

We are respectful of ourselves, each other and our community



# COMPASSIONATE

We are compassionate of the needs and feelings of others



# INSPIRED

We are inspired to achieve our full potential and to see new possibilities



# EMPOWERED

We are empowered to make positive choices so that we can contribute to our community



## Our Definition of Bullying

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is repeated and usually unprovoked and can continue for a prolonged period of time. It always reflects an imbalance and abuse of power.

### **Bullying can be:**

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Cyber – all areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.
- Disability/SEN – because of or focusing on a disability or special educational need.
- Home circumstance – targeting individuals who are looked after children or because of a particular home circumstance.

Bullying can constitute any one or a combination of the above activities within the context of the definition provided. Bullying may occur to anyone and this policy is inclusive of the bullying of school staff, whether by students, parents or other staff. (Members of the school workforce suffering from or concerned about bullying may also contact their trade union or professional association for support and advice.)

Bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

Unified Academy will identify bullying by creating an environment in which students feel they are able to report any incidents. Staff will act sensitively when dealing with implications of bullying both for the alleged victim and perpetrator and to have a thorough reporting, monitoring, action and resolution system.

Our community recognise that victims of bullying do not always feel confident or safe to speak out and it is therefore the responsibility of all adults in our community to respond and support students at any signs of bullying. Children may indicate that they are subjected to bullying through several behaviours, but these indicators are not limited to any one and staff should be extra vigilant or all student interactions to uphold the safety and wellbeing our students.

Students who experience bullying may:

- be resistant or unwilling to attend classes, recreational time, or school
- be frightened to enter or leave school or struggle with transitions of the day where supervision is more limited
- be withdrawn, isolated or distressed
- show signs of aggression, disruption, self-harm
- excuse rough play as 'play fighting' or peer dominance
- be reluctant to share incidents with staff.

### **Unified Academy aims:**

- to prevent, de-escalate and/or stop any continuation of harmful behaviour
- to react to bullying incidents in a reasonable, proportionate, and consistent way;
- to safeguard the student who has experienced bullying and to trigger sources of support; and
- to apply disciplinary sanctions to the student causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

### **Preventative Action**

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include:

- effective school leadership that promotes an open and honest anti-bullying ethos
- use of curriculum opportunities, in particular tutor periods and PSHE classes where issues of diversity are discussed and anti-bullying messages are drawn out
- use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying, e.g. Anti-Bullying Week in November of each year
- whole school assemblies
- student surveys
- poster campaigns
- improved supervision in potential problem areas
- peer mentoring and Buddy Schemes
- assertiveness training
- review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school
- practising skills such as listening to each other - respecting the fact that we are all different - making sure that no one is without friends - dealing with problems in a positive way - checking that our anti-bullying measures are working well
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- putting clear and robust anti-bullying procedures in place making sure our response to incidents of bullying considers: - the needs of the person being bullied - the needs of the person displaying bullying behaviour - needs of any bystanders - our school community as a whole
- reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

### **Responding to Bullying**

***The following disciplinary steps may be taken:***

- Official warning and immediate challenge to bullying
- Exclusion from certain areas of the school premises or certain activities
- Tutor meetings, Parental meeting, Restorative meeting if appropriate
- Timetable modification and learning focus
- Opportunities to teach and reteach about peer on peer bullying
- Opportunities to teach about all forms of bullying
- Referral to senior staff and/or external agencies e.g. Education Welfare Officer, Police Liaison Officer.
- Internal fixed term suspension
- External fixed term suspension
- Permanent exclusion

## Monitoring and Evaluation

Monitor, evaluate and review our anti-bullying policy on a regular basis led by the Senior leadership team for student support.

Support staff to identify and tackle bullying appropriately.

Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively and seek feedback from students via the Student Council and annual student questionnaires.

To learn from anti-bullying good practice elsewhere and utilise the support of the Anti-Bullying alliance and relevant statutory/voluntary organisations when appropriate.

## Classroom reminder chart

| Type of bullying          | Definition  |
|---------------------------|---|
| Emotional                 | Being unfriendly, excluding, tormenting   |
| Physical                  | Hitting, kicking, pushing, taking another's belongings, any use of violence   |
| Racial                    | Racial taunts, graffiti, gestures   |
| Sexual                    | Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching |
| Direct or indirect verbal | Name-calling, sarcasm, spreading rumours, teasing   |
| Cyber-bullying            | Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites   |

## Bullying and keeping children safe

Unified Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We ensure that consistent and effective safeguarding procedures and policies are in place to support pupils/students and staff at school and follow the guidance of Keeping Children Safe in Education.

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

This anti-bullying policy should be read in conjunction with our Child Protection Adult Protection and Safeguarding Policy, as well as our Safeguarding & Wellbeing Offer which details the specific work, both proactive and reactive, that we undertake to ensure that our pupils/students are able to learn and thrive in a safe and supportive environment. These documents can be found on our website:

[https://www.unifiedacademy.org/about\\_us/safeguarding/](https://www.unifiedacademy.org/about_us/safeguarding/)

## Stopping bullying wherever it takes place

Bullying can take place in the classroom, playground, toilets, corridors, on the journey to and from school, and in online forums. It can take place during school time, out of school while on residential visits, day visits, in group activities, and between families in the local community.

At Unified Academy we consult with students to understand where and when they feel safe/unsafe, in order to ensure that there are robust and responsive processes in place.

There are safe spaces within the school [intervention rooms/classrooms/offices] where students can have quiet time and talk to an adult. These are overseen by the safeguarding and pastoral team who monitors student attendance and discusses regularly with the DSL.

## Reporting bullying

If a student or parent has a concern they should contact the school immediately.

Safeguarding Team:

Designated Safeguarding Lead (DSL)

Stacey Hunter Tel: 01737 215488 email: [dsl@unifiedacademy.org](mailto:dsl@unifiedacademy.org)

Deputy Designated Safeguarding Leads (DDSL):

Reece Nicholls

Louise Kidger

Steve Waller

Josie Bulloch

Catherine Thomas

Jeremy Crouch

Tel: 01737 215488 email: [dsl@unifiedacademy.org](mailto:dsl@unifiedacademy.org)

Please see our Child Protection, Adult Protection and Safeguarding Policy and Safeguarding and Wellbeing Offer for further details. These can be found on the Safeguarding page of our website

[https://www.unifiedacademy.org/about\\_us/safeguarding/](https://www.unifiedacademy.org/about_us/safeguarding/)

## Communicating the policy

This policy is shared with students via assemblies, tutor time activities and themed days. Staff are given dedicated CPD sessions to ensure that they understand their roles and responsibilities around preventing and reporting bullying. Parents/carers and other stakeholders have access to this policy via our website.