



# Appendix to Anti-Bullying Policy 2022-23

*Office use*

<b>Published:</b> September 2022	<b>Next review:</b> September 2023	<b>Statutory/non:</b> Statutory	<b>Lead:</b> Mr M Lees
<b>Associated documents:</b>			
Anti-Bullying Policy			
<b>Links to:</b> <a href="https://www.diverseacademies.org.uk/wp-content/uploads/sites/25/2019/08/Anti-bullying.pdf">https://www.diverseacademies.org.uk/wp-content/uploads/sites/25/2019/08/Anti-bullying.pdf</a>			



Pending Approval

## **Contents**

Aims:.....	3
Policy Development .....	3
This policy is available .....	3
Roles and responsibilities .....	4
Definition of Bullying .....	4
What does bullying look like?.....	4
Prejudice Related Bullying .....	5
Other vulnerable groups include .....	5
Prejudice Related Language.....	5
Where does bullying take place? .....	6
Cyberbullying .....	6
Reporting and responding to Bullying.....	7
Responses to bullying are tailored, depending upon context and the needs of all parties .....	8

At The Holgate Academy, we aim to ensure that all students behave well and that every child is encouraged to achieve their potential.

### Aims:

- To create a positive ethos throughout the Academy so that everyone feels that they belong.
- To ensure that everyone is treated equally and with respect.
- To allow all our students to work in a climate that supports their learning and allows them to reach their full potential.

Our Policy is underpinned by our core values of 'Manners, Determination, Teamwork'. As a result of this, we strive to create a safe, caring and friendly learning environment for all our students. We believe such an environment will allow students to achieve their full potential and improve their life chances.

- At the Academy, bullying of any form will not be tolerated.
- We encourage all our students to display good manners.
- We want all students to act safely and feel safe in the Academy.
- We want parent/carers to feel confident that we will take all allegations of bullying seriously and investigate thoroughly.
- All reported bullying **will** be taken seriously.
- Bullying is NEVER acceptable.

The Academy is aware of its legal obligations, including the Equalities Act 2010. We are aware of our role within the local community supporting parents/carers and working with other agencies outside the Academy where appropriate.

### Policy Development

This policy was formulated in consultation with the whole Academy community with input from:

- Members of staff - through regular agenda items at staff meetings, consultation documents, surveys.
- Governors – discussions at governors meetings, training.
- Parents/carers – parents will be encouraged to contribute by taking part in our Parent Forum.
- Children and young people – students contribute to the development of the policy through the Academy council, prefects and tutor time discussions.
- Other partners- visiting external providers in the Academy and external providers off site (14-19 curriculum), breakfast clubs and after-Academy providers, representatives from the local community and the police.

### This policy is available:

- Online via the Academy website.
- From Student Services.
- Child-friendly versions are on display and in welcome packs for new students.
- Copies are available, on request, for all parents/carers.
- Contact details are distributed to students at the start of the academic year in the form of a business card.

## **Roles and responsibilities**

Mr Henry Diamond, Vice Principal, has overall responsibility for the policy and its implementation, for liaising with the governing body, parents/carers, Local Authority and outside agencies, and for appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

**The Anti-bullying Coordinator** in our Academy is: - Mr Henry Diamond.

The responsibilities are:-

- Policy development and review involving students, staff, governors, parents/carers and relevant local agencies.
- Implementing the policy and monitoring and assessing its effectiveness in practice.
- Ensuring evaluation takes place and that this informs policy review.
- Managing bullying incidents.
- Managing the reporting and recording of bullying incidents.
- Assessing and coordinating training and support for staff and parents/carers where appropriate.
- Coordinating strategies for preventing bullying behaviour.

**The nominated Governor with responsibility for Anti-bullying (Behaviour) is:**

Mrs Kate Turner

## **Definition of Bullying**

*The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.*

<http://www.anti-bullyingalliance.org.uk/about-us.aspx>

## **How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?**

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally, an incident may be deemed to be bullying, even if the behaviour has not been repeated or persistent, if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime-related bullying and cyberbullying. If the victim might be in danger, then intervention is urgently required.

## **What does bullying look like?**

Bullying behaviour can be physical, verbal or emotional and includes:

- Physical assault.
- Peer-on-peer abuse - any form of physical, sexual, emotional and financial abuse and coercive control exercised between children.
- Taking or damaging belongings.
- Name calling.
- Taunting.
- Mocking.
- Making offensive comments.

- Cyber bullying - inappropriate text messaging (sexting) and emailing; sending offensive or degrading images, impersonating and hacking into accounts online using internet-enabled devices.
- Producing offensive graffiti.
- Gossiping and spreading hurtful and untruthful rumours.
- Social exclusion.

Although bullying can occur between individuals, it can often take place in the presence (virtually or physically) of others who become the ‘bystanders’ or ‘accessories’.

## **Why are children and young people bullied?**

Specific types of bullying include:

### **Prejudice Related Bullying**

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- Age.
- Being or becoming a transsexual person.
- Being married or in a civil partnership.
- Being pregnant or having a child.
- Disability.
- Race - including colour, nationality, ethnic or national origin including Gypsy, Roma, Travellers.
- Religion, belief or lack of religion/belief.
- Sex /gender.
- Sexual orientation.

These are called ‘protected characteristics’.

As part of the requirement of Academies to promote fundamental British values, Academies must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disablist in nature. We will record these types of bullying, even those which represent a one-off incident, and report them to the local authority for monitoring purposes.

### **Other vulnerable groups include:**

- those bullied for reasons relating to their appearance or health;
- those bullied for being young carers, or looked after children, or for other reasons related to home circumstances.

Although the above do not currently receive protection under the Equality Act 2010, bullying for these reasons is just as serious. There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

### **Prejudice Related Language**

Racist, homophobic, biphobic, transphobic and disabilist language includes terms of abuse used towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or transsexual, or are perceived to be, or have a parent/carer or sibling who is; because they have a learning or physical disability. Such language is generally used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or their friends, family members or their parents/carers.

In the case of homophobic, biphobic and transphobic language particularly, dismissing it as banter is not helpful as even if these terms are not referring to a person’s sexual orientation or gender identity, they are

using the terms to mean inferior, bad, broken or wrong. We will challenge the use of prejudice-related language in our Academy, even if it appears that it is being used without any intent. Persistent use of prejudice-related language and/or bullying will be dealt with as with any other form of bullying.

## **Where does bullying take place?**

Bullying is not confined to the Academy premises. It also persists outside the Academy, on the journey to and from the Academy and in the local community and may continue into Further Education.

The Academy acknowledges its responsibilities to support families if bullying occurs off the premises.

## **Cyberbullying**

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims.

Cyberbullying can take many forms and bullying online can often start in the Academy and then be progressed online or start online and influence behaviour in the Academy.

Whilst most incidents of Cyberbullying occur outside the Academy, we will offer support and guidance to parents/carers and their children who experience online bullying and will treat Cyberbullying with the same severity as any other forms of bullying.

Cyberbullying can include:

- Hacking into someone's accounts/sites.
- Posting prejudice /hate messages.
- Impersonating someone on line.
- Public posting of images.
- Exclusion.
- Threats and manipulation.
- Stalking.
- Sexting.

We will ensure that our children are taught safe ways to use the internet (see our e-safety policy) and encourage good online behaviour. The Academy also has a clear policy that guides students as to acceptable use of mobile phones and similar devices whilst at the Academy. The full policy is available on the Academy website.

## **Bullying can take place between:**

- Young people.
- Young people and staff.
- Between staff.
- Individuals or groups.

Although bullying can occur between individuals, it can often take place in the presence (virtually or physically) of others who become the bystanders.

There is no hierarchy of bullying – all forms are taken equally seriously and dealt with appropriately.

## **Reporting and responding to Bullying**

The Holgate Academy has clear systems in place to report bullying for the whole Academy community.

### **Students are advised to:**

- Inform a member of staff or any adult in the Academy.
- Inform parents/carers who can then inform the Academy.
- Inform friends, peer mentors or prefects, who can then inform staff at the Academy.
- Use the Academy email: [info@holgate-ac.org.uk](mailto:info@holgate-ac.org.uk) to report any incident to the Academy.
- Use the dedicated text line: 07931 856880 (calls received out of school hours will be picked up the following working day).

### **Parents/Carers are advised to:**

- REPORT IT IMMEDIATELY if you suspect your child is being bullied by another child, or group, at the Academy.
- Contact your child's tutor via Weduc. Alternatively, call the Academy office between 8am and 4pm on 0115 963 2104 and leave a message for your child's tutor. Give your details and details of the incident(s) which will immediately be logged onto our MyConcern system.
- Details will be shared with your child's Year Team and agreement will be met on who will take the investigation forward. The situation will be dealt with in accordance with the stated policy.
- The Year Team will be in touch with you within 24 working hours of your report being made regarding the action taken and the outcome.

### **Staff must:**

- Log the report of bullying on MyConcern, ensuring as much information as possible is provided, and email the child's tutor to advise.
- Year Teams will investigate, updating MyConcern with actions and outcomes.
- Parents/Carers will be informed of the outcomes.

### **Visitors or bystanders are advised to:**

Report all bullying to Academy reception at the Hillcrest site. The office is open between 8am and 4pm.

The Academy investigates all complaints about bullying. All incidents of bullying are logged on MyConcern by the member of staff taking the report, reported to the child's tutor and then investigated by the Year Team.

- The MyConcern system will be used to log and update all individual incidents, and to ensure that incidents are followed up by Year Teams.
- The child's Year Team decides who will take the investigation forward and the situation will be dealt with in accordance with the stated policy.
- Management of the bullying incident will involve a dialogue between a relevant combination of staff and students so that all parties are informed.
- In more serious cases, the dialogue will include parents and/or supporting agencies (eg Targeted Support, Police, Inclusion, Academy Nurse).
- Parents of any children involved in bullying will be contacted and kept informed.
- Reports will also be used to identify trends, inform preventative work in the Academy and contribute to the development of the anti-bullying policy.

When a student has been bullied, efforts will be made to:

- Rebuild their confidence.
- **Where appropriate**, work with the bully and the victim to repair the harm caused and to seek to establish better future relationships.

All teachers should seek to outlaw bullying behaviour in their responses to a student's behaviour and in the content of lessons, tutorials and assemblies, encouraging students to support each other and show disapproval of bullies.

### **Responses to bullying are tailored, depending upon context and the needs of all parties**

All reported incidents will be taken seriously and investigated involving all parties. The staff are aware of and follow the same procedures. Year Leaders are the Leads when investigating allegations of bullying.

The Academy will take the following steps

- Interviewing all parties
- Informing parents/carers
- Implementing appropriate disciplinary sanctions in accordance with the Academy's Behaviour Policy. These should be graded according to the seriousness of the incident but should send out a message that bullying is unacceptable.
- Being clear that responses may also vary according to the type of bullying and may involve other agencies where appropriate.
- Following up, in particular keeping in touch with the person who reported the situation, parents/carers.
- Liaise with the wider community if the bullying occurs off-site such as in cases of cyberbullying or hate crime.

Complaints Procedure:

Contact the Clerk to the Governors who will forward your complaint to the nominated Governor.