



The Gainsborough
Academy
'High Expectations'

Anti-Bullying Policy

Approved by: Anna Leng (Principal)

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Next review due by: 03.09.19 (Annually)

1. Our Vision

1. This Policy has been written alongside the Equality Act 2010.
2. The Gainsborough Academy is a happy, harmonious 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.
3. 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, achieve and fulfil their potential, free from bullying.
4. The well-being of every student is of paramount importance; every learner has the right to a high quality learning experience at the Academy, free from harm, neglect and abuse. All staff have a duty of care and a responsibility for safeguarding and promoting the wellbeing of students.
5. The Academy community share the definition of bullying as 'A persistent and deliberate attempt to hurt or humiliate someone'. One-off incidents, whilst very serious and always dealt with, do not fall within the definition of bullying.
6. There is a consistent approach to the management of bullying incidents. Parents are involved at the earliest opportunity. Students are empowered to develop effective personal strategies rather than building dependency on staff to resolve issues.

2. Types of bullying

2.1 There are various types of bullying, but most have three things in common:

- It is deliberately hurtful behaviour.
- It is repeated over time.
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

2.2 Bullying can take different forms and can include:

- *Physical*: using one's body and physical bodily acts to exert power over peers. Punching, kicking and other physical attacks are all types of physical bullying.
- *Verbal*: using language (e.g., insults, teasing, etc) to gain power over peers.
- *Sexual*: any bullying behaviour, whether physical or non-physical, that is based on a person's sexuality or gender. It can be carried out to a person's face, behind their back or through the use of technology.
- *Racial*: subjected to abuse and harassment because of your race, colour or beliefs.
- *Homophobic*: when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality.
- *Indirect*: spreading rumours, excluding individuals from social groups, family feuds being brought into school.
- *Cyber*: the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature. See further detail below.
- *Transphobia*: is a range of antagonistic attitudes and feelings against transgender or transsexual people, or against transsexuality.

- *Biphobia*: is aversion toward bisexuality and bisexual people as a social group or as individuals.

2.3 Cyber Bullying

Cyber Bullying is bullying through the use of communication technology such as mobile phones, computers etc. This type of bullying has become prevalent over recent years. It should be noted that this form of bullying may be deemed as illegal activity and as such may result in Police involvement.

There are seven main types of cyber bullying;

- Text message bullying involves sending texts which are threatening or challenging.
- Picture/ video clip bullying via mobile phone cameras can be used to make the person being bullied feel threatened or embarrassed; these images are usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
- Phone bullying using silent calls or abusive messages. Sometimes the victim's phone is stolen and used to harass others who then blame the phone owner.
- Email bullying involves sending bullying or threatening messages sometimes using an assumed identity.
- Chat room bullying involves threatening or upsetting others in a chat room environment.
- Bullying through Instant Messaging is an online based form of bullying where threatening and upsetting messages are sent in 'real-time'.
- Bullying via websites and social networks.

3. Implications of bullying

- 3.1 Bullying is always taken seriously because of the potential impact upon young people.
- 3.2 Many of the outward signs of bullying can be the same as other indicators of abuse such as non-accidental injuries, self-abuse, low self-esteem, unhappiness, fear, distress or anxiety. If unchecked, others may come to see bullying behaviour as acceptable within the Academy. Victims can become bullies of younger or more vulnerable students. Bullying can have long term effects on victims which may stretch into their adult lives.

4. Roles and Responsibilities

- 4.1 The Principal has ultimate responsibility for the well-being of all students and staff.
- 4.2 The Designated Safeguard Lead has been designated to oversee the safeguarding and well-being of students.
- 4.3 All staff, students, parents and Governors must be aware of the policy and share responsibility for enforcing its principles.

5. Dealing with Bullying

- 5.1 The Academy takes a proactive stance to raise awareness about bullying. This is done through a range of strategies including; assemblies:-
 - PSHRE
 - Tutor
 - Curriculum themed lessons

- Themed assemblies
 - High staff presence / visibility during lesson change over, both breaks
- 5.2 Minor incidents or disagreements should be addressed by Form Tutors or subject teachers. However, any suspicions of bullying must always be reported to the appropriate Head of Year or SPM as soon as possible.
- 5.3 All allegations of bullying by students must be referred to the Head of Year or SPM. Bullying taking place during the journey to and from school should be reported to the Head of Year or SPM as soon as possible.
- 5.4 The Head of Year / SPM will investigate the concern or allegation to clarify the facts, taking statements from the alleged bully, victims and independent witnesses.
- 5.5 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/ carers of both the alleged bully and victim being informed at the earliest opportunity. All cases will be recorded on the Academy's CPOMS (Child Protection on Line Monitoring System).
- 5.6 A range of approaches will be used to support the victim and help them build resilience;
- a) Staff may 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.
 - b) Staff may work alongside the victim to resolve the problems actively through a restorative justice model.
 - c) Serious incidents such as safeguarding, violence, threat of weapons or sustained serious bullying will be dealt with swiftly and severely.
 - d) Repetitive bullying will be addressed through a stepped approach;
- i; A verbal warning
 - ii; A contract between 'bully' and the Academy
 - iii; Restorative work, group work and mediation
 - iv; Fixed term exclusion and permanent exclusion will be used for the most serious, persistent cases of bullying
- 5.7 Students have a responsibility to ensure that victims of bullying are not isolated and to intervene when someone is being bullied by 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. It is essential that CPOMS is kept up to date.
- 5.8 Serious or persistent cases of bullying will be referred to the Assistant Principal and could lead to a Fixed Term Exclusion or ultimately Permanent Exclusion.

Bullying: Student Page

(This information is shared with parents and learners in the Academy Planner)

What is bullying?

'A persistent and deliberate attempt to hurt or humiliate someone'

Type	Examples
Physical	Hitting, kicking, taking belongings and being forced to do something.
Verbal	Insulting, teasing, name calling.
Sexual	Use of inappropriate language, sexual touching.
Racial	Name calling, exclusion of particular groups.
Homophobic	Name calling, exclusion, threatening behaviour.
Indirect	Spreading rumours, excluding individuals.

Cyber bullying

This is the use of electronic communication e.g. mobile phone, computer etc. to send or post threatening or harmful messages and comments.

Remember: once an image or comment is posted online, you can delete it but it will not be permanently removed.

Students Rights;

- You have the right to feel safe.
- Nobody has the right to bully another.
- All cases will be judged on their individual circumstances.
- Everyone is responsible for the prevention of bullying.

If you are bullied...

1. Although it's hard to feel sorry for bullies, it might help to understand that happy people don't need to make others feel unhappy or small. It's the bullies who have a problem, not the people they target. You really aren't on your own - unfortunately bullying is common. People get through it, and so will you. But it's got to stop.
2. Speak out. You have the right to live without being tormented. Keep a diary of what happens. It'll help you decide what to do. It should also stop you missing out anything important and help show you're telling the truth.
3. If you're being bullied through texts or phone calls, save messages and call records if you have space in your phone. If not, write down the time of the call/text, what was said/written and the caller/sender's number if you have it. And don't reply to any texts - it's just what the bully wants.
4. If you're being bullied online, don't respond to nasty comments. But as before, keep a record of everything you get sent by screenshotting or saving the messages.
5. Tell as many people as you can. Sometimes just having things out in the open can be enough to make bullies stop. If you can't tell your teachers, ask a parent or another adult to speak to them for you. If you don't trust any adult enough, charities like Childline or Beat Bullying can help.

What will happen? The Consequences...

The severity of the bullying will decide the action taken and the consequences. The Academy's Anti-Bullying Policy will be followed at all times.

All incidents of bullying will be recorded on the Academy's CPOMS.