

ANTI-BULLYING POLICY (Non-statutory)



Ready, Respectful, Safe

The aim of the Nunthorpe Academy Anti-Bullying Policy is to ensure that students can learn in a supportive, caring and safe environment without fear of being bullied. **BULLYING IN ALL ITS FORMS IS CONTRARY TO THE ETHOS OF NUNTHORPE ACADEMY, IT IS UNACCEPTABLE AND WILL NOT BE TOLERATED.** If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. From September 2022, we moved forward to use the terminology 'Child on Child Abuse' rather than bullying. Our recording and monitoring documents use the new terminology and this has been launched with students. For example Bullying – Verbal is now reported as Child on Child Abuse – Verbal.

Definition of bullying

Bullying is defined as deliberately hurtful behaviour, often repeated over a period of time and/or where it is difficult for those being bullied to defend themselves. In recent times nationwide, the areas where there has been most increase and therefore are the cause for most concern, are in relation to online and prejudice based bullying. The Anti-bullying ambassadors' official definition of bullying is "Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe."

The nine types of bullying are:

- **Verbal** – Name – calling, sarcasm
- **Physical** – Pushing, hitting, kicking or any use of violence
- **Emotional** – Intimidation, threats, criticism
- **Disability** – Remarks, sarcasm, name-calling
- **Race & Faith** – Racist remarks, name-calling, sarcasm
- **HBT** – Spreading rumours, tormenting, name-calling
- **Sexual** – Inappropriate comments, touching
- **Cyber** – Use of mobile telephones, emails, chat rooms, instant messaging. Social networking (and any other web-based media). This is an area that we have seen a significant increase in and parents/carers need to be vigilant about their students' use of e-media.
- **Appearance related** – Name-calling, tormenting

All staff receive annual training on the Keeping Children Safe in Education , as such they understand the signs to look for and their responsibility to report all incidents

Identifying the Signs of bullying

Students who are being bullied may show changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. **STUDENTS ARE ACTIVELY ENCOURAGED TO REPORT BULLYING AT NUNTHORPE.**

This policy will be kept under regular review in light of legal developments and best practice.

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Procedures for reporting

Any student who feels that they are being bullied or witnesses bullying, should report this to their tutor or other member of colleagues of their choice. If they are too scared to tell a member of staff or to speak to another adult on their own, they should ask a friend to go with them. A student could also tell their family and ask their family to inform the Academy.

Nunthorpe has a confidential email address anti-bullying@nunthorpe.co.uk where students can report incidents of bullying. This can be accessed via the Nunthorpe Academy website by clicking on “For Students”, then “student support – anti-bullying”. This can be either the victim or witness to bullying.

Students are encouraged to talk to a pastoral manager or the Inclusion Officer or any member of staff. An investigation will commence if deemed necessary. Posters of the Safeguarding Team are displayed in every classroom, social space and on the academy website.

Responding to bullying

Nunthorpe’s colleagues must be alert to the signs of bullying and act promptly and firmly against it. The Inclusion Officer will investigate serious incidents. Senior colleagues, including Senior Pastoral Managers, Assistant Pastoral Managers, Heads of Department/Subject, Assistant Vice Principal Behaviour and Attitudes, Assistant Vice Principals, Vice Principal will be expected to support the Inclusion Officer. The relevant Tutors and/or Pastoral Managers of those students involved will be made aware of any incident by means of a Behaviour Incident Report (BIR) as well as an entry on the student’s Class Charts record/SIMS/CPOMS. This will be retained for future reference and will also help identify any patterns or repeats in behaviour. Parents/carers will be kept informed of the stages.

Cyber-bullying (Online), by its very nature, will always require further investigation. If the bullying involves mobile telephones or other multimedia devices these will be confiscated to enable investigators to examine them. The Academy can confiscate mobile phones for up to 48hrs during an investigation. The Nunthorpe Academy Internet and Network Usage Policy clearly outlines the procedures relating to: Computer systems, Internet, email, mobile telephone and multimedia use.

Students and their parents/carers are required to agree to and sign ‘Nunthorpe Academy Internet and Network Usage Agreement’ upon the student’s admission to the Academy. It clearly informs all parties, that any evidence of this type of bullying, will be retained (for purposes of the investigation) by the Academy e.g. emails, text messages, etc.

Advice and support

Nunthorpe students are provided with accessible sources of advice and support. A student who feels they are subject to bullying, or who has witnessed bullying, may approach any Academy colleagues who will then ensure that the matter is dealt with as quickly as possible.

Pastoral Managers and Form Tutors can provide advice, reassurance and support to any student who has been subject to bullying and will help with regard to restoring self-esteem and confidence. If necessary, Pastoral Managers can arrange counselling for victims of bullying, or indeed the bullies with a member of the Inclusion team. Students who have bullied others will be supported by: discussing what happened, discovering why they

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became involved, establishing the wrong doing and why there is a need to change their behaviour. Also parents or carers will be informed to help change the attitude of the student. Students who are concerned about bullying, either as a victim, a witness or those involved in bullying behaviour, can ask to speak to an anti-bullying ambassador. This can be done via the pastoral team.

The following disciplinary steps can be taken (if applicable):

1. Restorative Conversations
2. Anti-Conflict Agreements
3. Official warnings to cease offending
4. Exclusion from certain areas of the academy premises and/or Whole Academy Detention
5. Isolated Learning
6. Suspension (external)
7. Permanent exclusion

Strategies for prevention and reduction

Within the curriculum, the academy will raise the awareness the impact of bullying through inclusion in LIFE, Computing, pastoral curriculum within form time, assemblies and subject areas, as appropriate. The issue of bullying will remain high profile and on the agenda for pastoral teams; in an attempt to continually reduce such behaviour. The Academy's trained team of student Anti-Bullying Ambassadors will raise awareness of bullying and will continue to strive to create a climate where bullying has no place to thrive.

Monitoring, evaluation and review

The policy will be promoted and implemented throughout the academy.
Nunthorpe Academy will review this policy annually and assess its effectiveness.