



# Garstang Community Academy

## Anti Bullying Policy

Linked policies (non-exhaustive list) include:

- Behaviour
- Accessibility Plan
- Equality
- Extremism and Radicalisation
- FCAT Garstang Community Academy Safeguarding and Child Protection Policy

## Statement of Intent

Garstang Community Academy takes bullying seriously. The school's policy is designed (together with other key policies) to maintain a caring and supportive community thereby minimising the incidence of bullying behaviour. Where this does occur, all incidents will be dealt with swiftly in accordance with this policy.

Garstang Community Academy is committed to working with students and parents/carers to provide a learning environment that is secure and supportive so that all individuals can develop academically and socially; free from fear of ridicule, harassment or physical threat. Incidents of bullying will **always** be taken seriously and followed up by staff. Parents/carers have an essential role to play in counteracting bullying. Where bullying is clearly established, parents/carers of both victim and perpetrator will always be contacted and the school will seek to involve them in securing solutions.

**We recognise that:**

- Bullying is “behaviour, usually repeated over time, which intentionally hurts another individual or group, physically or emotionally”  
*Safe from bullying in youth activities, DCSF 2009*
- One person or a group can bully others.
- Bullying can occur either face-to-face between individuals or groups or online, using information technology, such as computers or mobile phones.
- Bullying can include:
  - verbal teasing or making fun of someone
  - excluding children from games and conversations
  - putting pressure on other adults or children not to be friends with the person who is being bullied
  - spreading hurtful rumours or passing round inappropriate photographs, images and/or drawings
  - shouting at or verbally abusing someone
  - stealing or damaging someone’s belongings
  - making threats
  - forcing someone to do something embarrassing, harmful or dangerous
  - harassment on the basis of race, gender, sexuality or disability
  - physical or sexual assault (**note: all sexual incidents and all but very minor or accidental physical incidents constitute abuse and must be dealt with in accordance with child protection and safeguarding procedures**)
- Bullying causes real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm.
- People are often targeted by bullies because they appear different from others.
- We all have a role to play in preventing and putting a stop to bullying.

**The purpose of this policy is:**

- To prevent bullying from happening in our organisation, as much as possible.
- When bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need.
- To ensure that if bullying recurs, further action is taken. This is likely to include escalation of sanctions.
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

**We will seek to prevent bullying by:**

1. Developing codes of behaviour that set out how all members of FCAT academies are expected to behave, both in face-to-face contact and online.
2. Assisting all members of the Academy community through pastoral support and Early Help, especially those pupils and students new to the Academy and joining at 'non-routine' times.
3. Holding regular discussions with staff, volunteers, children, young people and families who are linked to Garstang Community Academy to ensure that they understand our anti-bullying policy.

These discussions will focus on:

- everyone's shared responsibility to look after each other and uphold the behaviour code.
  - giving people a chance to discuss their feelings and be listened to.
  - respecting the fact that we are all different.
  - encouraging good relationships.
  - dealing with problems in a positive way.
  - identifying the most appropriate form of support that is available.
4. Ensuring that complaint and escalation procedures are clear.
  5. Making sure that staff, volunteers, children and young people, and parents and carers have clear information about our anti-bullying policy, complaints procedure, code of behaviour and anti-bullying procedure.
  6. Appointing Anti-Bullying Ambassadors to work with students across the Academy to promote our zero-tolerance culture.
  7. Identifying a lead teacher to coordinate and support the Anti-Bullying Ambassador team.
  8. Providing meeting spaces and activities (e.g. Inclusion, lunch clubs) for students to access every day.

**When bullying occurs, we will respond to it by:**

- Having easily accessible support for students and families.
- Having clear anti-bullying procedures in place.
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying.

- Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and Garstang Community Academy as a whole.
- Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved.
- Avoiding sanctions that make the individuals look or feel foolish in front of others.
- Ensuring that all incidents are reported accordingly.
- Quickly addressing any issues that are reported.
- Dealing with incidents consistently.
- Ensuring that everyone involved provides a written account where appropriate and provides copies of any relevant evidence.
- Ensuring that any relevant information is documented.
- Sanctioning perpetrators appropriately and signposting relevant support with the intention of preventing any reoccurrence and helping them to understand the error in their actions. We recognise that bullying may often be a manifestation of the perpetrators' own problems, which the Academy will endeavour to offer support to resolve as it does for all students.
- Increasing the sanctions issued to any student who is a persistent perpetrator, which may include exclusion from the Academy.
- Using a restorative approach for victims and perpetrators, facilitated by pastoral team colleagues.
- Arranging support for victims and/or perpetrators from outside agencies. This could for instance include youth workers and/or counsellors.

### **Staff training**

- The Academy advises staff and the Academy Council of their responsibility to intervene in and/or report bullying incidents.
- The Academy ensures that all staff are sufficiently equipped to deal with bullying, including identification of potential indicators of bullying such as victims being persistently late, having mysteriously lost belongings, being careless in their work, appearing isolated from peers or seeming 'withdrawn'.
- All members of the Student Support team and many other members of staff are trained in restorative justice and de-escalation techniques.
- Staff have regular safeguarding training. Training for students is delivered through assemblies, special events, the PSHE programme of study and form time.
- Our Academy vision and motto, 'Proud to Grow, Care and Achieve', is used as a reference to underpin the development of good relationships between all members of the Academy community and is continually displayed and referred to regularly by Form Tutors and school leaders.

## **Promoting anti-bullying behaviour**

### **The Academy:**

- Makes detailed transition arrangements for new pupils and students.
- Actively promotes anti-bullying through pastoral (Tutorial), assemblies, special events and student voice
- Ensures that areas where bullying may occur outside of class time are adequately staffed and effectively supervised.
- Maintains a zero-tolerance approach to violence and all other types of bullying.
- Provides a range of mechanisms for children to report bullying issues.
- Trains students as Anti-Bullying Ambassadors.
- Offers students with an interest in anti-bullying the opportunity to access relevant external courses such as the Diana Trust Anti-Bullying Award.
- Completes surveys with pupils to obtain their opinions on the success of anti-bullying work.
- Celebrates differences and promotes mutual respect and all British Values.
- Expects, encourages and rewards good behaviour.

### **Parental involvement**

- The Academy promotes a whole-Academy approach to anti-bullying by communicating this policy to staff, students, parents/carers, and the wider community.
- At the annual New Parents evening in July and at all mid-year admissions parents/carers are informed of the Academy anti-bullying practices.
- Parents/carers reporting bullying incidents either by telephone or email are responded to promptly and feedback on progress and actions are provided as soon as possible.
- Parents/carers of perpetrators are contacted and their support sought to prevent further incident.
- The police are consulted, if necessary.
- Initial contact with home is via the pastoral team. Where required, matters can be referred on to the relevant Assistant Headteacher or any other senior leaders - ultimately to the Headteacher, Executive Headteacher, and Academy Council.
- The Academy website provides further advice and guidance for parents/carers, including a section on e-safety, cyber-bullying and social media. This includes links to other sources of help, Parent/carer e-safety and safeguarding updates.

### **Monitoring and review**

- Quantitative data is compiled each half term.
- Data is analysed for trends, sub cohorts and to evaluate the effectiveness of anti-bullying interventions.
- Information is provided to the Senior Leadership Team and Academy Council each half term.
- This policy is formally reviewed every 2 years and continually monitored for effectiveness.

**This policy will be reviewed every two years. The next review is due in:**

**January 2023**