



Anti-Bullying Policy

2024

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SECTION 1 – CONTEXT

1.1 Mission Statement

It is a basic entitlement of all students at Lostock Hall Academy (LHA) that they receive education free from humiliation, oppression and abuse. The whole community must endeavour to enjoy an atmosphere which is caring and protective for everyone; where each individual is valued and respected.

1.2 What is Bullying?

Bullying is "... behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally," (Preventing and Tackling Bullying - DfE 2017).

1.3 Bullying can take many forms, these include:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs, disability, health, medical conditions or mental health.
- Bullying related to appearance.
- Sexual orientation bullying; homophobia, biphobia, transphobia and same sex relationships.
- Bullying of young carers or looked after children, or other related home problems.
- Sexist or sexual bullying.
- Emotional bullying including threatening, intimidating or humiliating, undermining, criticizing or rumour-spreading
- Excluding, ignoring or isolating someone
- Controlling or manipulating others or situations

And can be carried out in a number of ways, including:

- Physical including hitting, slapping or pushing
- Verbal including namecalling, gossiping, rumour-spreading, threatening language, lying to / about others
- Non-verbal including hand signs and symbols
- Using technology / cyber-bullying

It should be noted that the following types of bullying are also hate crimes:

- Racial, sexual, transphobic or homophobic bullying
- Bullying someone because they have a disability

1.4 Cyberbullying (see below)

Stopping violence and ensuring immediate safety is obviously our school's first priority but emotional bullying can be more damaging than physical; we have to make our own judgements about each specific case.

“The rapid development of, and widespread access to, technology has provided a new medium for ‘virtual’ bullying, which can occur inside or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content with a click (Preventing and Tackling Bullying- DfE 2017).

Cyberbullying can include:

- Sending threatening or abusive text messages or placing such messages in social media platforms, gaming platforms or chat rooms
- Making silent, hoax or abusive phone calls, including leaving silent, hoax or abusive messages
- Creating and sharing embarrassing images, memes, cartoons or videos, including using AI
- Trolling
- Exclusion from online games, activities or friendship groups
- Shaming someone online
- Setting up hate sites or hate groups
- Encouraging self-harm
- Voting for/against someone in an abusive poll
- Hijacking or stealing online identities, or creating fake accounts, in order to embarrass someone or cause trouble using their name
- Sending explicit messages or pictures, also known as sexting
- Pressuring children into sending sexual images or engaging in sexual conversations, including financially motivated sexual exploitation)

1.5 **Aims of the Policy**

Guiding Principles at School

LHA ANTI-BULLYING CHARTER

Bullying: Bullying is using repetition to target an individual or group to intentionally harm their victim either physically or emotionally, resulting in making them feel out of place, unsafe or bad about themselves.

All members of our community have a right to:

- Feel safe from harm, both inside and outside of school.
- Be treated with respect.
- Report bullying.
- Be educated about bullying.
- Have all bullying concerns dealt with sensitively and effectively.
- Know how to respond to incidents of bullying and to be able to tell a trusted person if something worries you.
- Be safe when using technology and the internet.
- Expect others to behave appropriately.

1.6 **Prevention:**

- Our school will work together to raise awareness and understanding of all forms of bullying.
- Students will be provided with a variety of opportunities to develop skills for addressing bullying behaviour, through training (anti-bullying ambassadors), assemblies, the curriculum (including personal development lessons), peer support systems and projects.
- All staff will be trained to deal with bullying incidents confidently.
- Parents/Carers will be given information on how to discuss their concerns regarding bullying. The home/school agreement will also require them to sign stating that they 'understand that all forms of bullying including verbal, physical or cyber bullying will not be tolerated'.

1.7 Young People will be:

- Encouraged to train as anti-bullying ambassadors.
- Regularly asked for their views on the extent and nature of bullying (form tutor, school council etc.).
- Given the opportunity to discuss their concerns and worries, either to a member of staff, an ambassador or a peer mentor.
- Made aware of other methods to report their concerns e.g. confide (via school computers), anti-bullying post boxes, duty ambassador room.
- Made aware of the procedures that will be followed and if necessary sanctions that could be applied.
- Encouraged to be involved in contributing to policy.
- Taught to offer support to other young people who may be bullied.
- Expected, if they are identified as responsible for bullying, to engage with restorative practice and support on offer to modify their behaviours with the aim of reducing / removing repeat bullying behaviours

1.8 Parents and Carers should:

- Regularly check with their child whether they are OK and look out for signs of bullying.
- Know whom to contact in school if they are worried about bullying.
- Help and support the school's anti-bullying policy and Charter.
- Be offered advice and guidance if they are worried about their child.
- Be informed of the school's complaints procedure.

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SECTION 2 – PROCEDURE

2.1 Procedures

Students or parents/carers should be encouraged to report bullying to any trusted adult for example:

- Form Tutor, Senior Form Tutor or a member of the BFL team.
- Students will be taken seriously at all times.
- Information will be dealt with sensitively.
- Appropriate action will be taken as soon as possible.
- The member of staff will ensure that the young person is safe.
- Details will be recorded accurately.
- The victim will be kept informed of the school's action.
- The situation will be monitored.
- Parents/Carers will be kept informed where appropriate.
- Appropriate action will be taken. Action could include restorative justice, sanctions in line with the Behaviour for Learning Policy.

2.2 Bullying Outside School Premises

The Principal has a specific statutory power to discipline students for poor behaviour outside of the school premises. Section 89 (5) of the Education and Inspections Act 2006 gives Head teachers/Principals the power to regulate students' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incident occurring off the school premises, such as on school or public transport, on line (Instagram, snap chat etc.), outside the local shops, or in a town or village center.

Where bullying outside school is reported to school staff, it will be investigated and acted on as appropriate.

2.3 Prevention

LHA actively seeks to prevent bullying from occurring in the first place.

This involves talking to students about associated issues in, for example, Ready to Thrive activities, during form tutor sessions, in assemblies (staff, ambassadors) and through dedicated events/projects. In addition to this, the issue of bullying is tackled in pre-planned schemes of learning that are delivered as part of the Personal Development Curriculum.

2.4 Monitoring and Reviewing

Our school will review the policy at least every 2 years. The school will use the DfE guidelines and Anti-Bullying Alliance to inform planning.

2.5 Responsibilities

The policy will only work if the whole school community understands the issues related to bullying and takes the appropriate actions to prevent and teach more acceptable behavior.

- School Trustees are responsible for monitoring and reviewing the policy.
- The Principal is responsible for communicating the policy to the school community. All school staff should be aware of and implement the policy.
- Students have a responsibility to follow the policy.