



Montgomery Way

Inspiring Excellence Together

A Guide to Anti-Bullying – Information for Parents/Carers & Students

The poster features a crossword puzzle where the words "ANTI BULLYING AT MONTGOMERY" are formed by colorful letter tiles. Below the puzzle is a large red octagonal stop sign with a white handprint in the center. The word "STOP" is written above the handprint and "BULLYING" is written below it. To the left of the stop sign is a purple banner that reads "STAND UP AND BE HEARD SAY NO TO BULLYING" with the Bullies Out logo. To the right is another purple banner titled "BULLYING CAUSES SO MUCH MORE DAMAGE BENEATH THE SURFACE" with a list of locations: Live Staff Rooms, Staff of Canteen's, Staff of Reception, Staff of Sports, Staff of Library, Staff of IT, Staff of Art, Staff of Music, Staff of PE, Staff of Drama, Staff of Dance, Staff of Design, Staff of Computing, Staff of Science, Staff of Languages, Staff of History, Staff of Geography, Staff of Citizenship, Staff of PSHE, Staff of Careers, Staff of Health, Staff of Wellbeing, Staff of SEND, Staff of SEN, Staff of EAL, Staff of Gypsy Traveller, Staff of Roma, Staff of Jewish, Staff of Sikh, Staff of Muslim, Staff of Hindu, Staff of Buddhist, Staff of Jain, Staff of Other Faiths, Staff of None of the Above, Staff of Don't Know, Staff of Other.

See it – Report it

INTRODUCTION

Bullying affects everyone, not just the bullies and the victims. It also affects those other students who watch, and less aggressive students can be drawn in by group pressure. No one person or group, should have to accept this type of behaviour.

At the academy we fully believe in a culture of being SMART- **S**afe, **M**ature, **A**mbitious, **R**espectful and **T**houghtful. Only when all issues of bullying are addressed, will a student best be able to benefit from the opportunities available at the Academy and be the 'best we can be'.

WHAT IS BULLYING?

Bullying can occur through several types of anti-social behaviour.

It can be:-

a) PHYSICAL

A student can be physically punched, kicked, hit, spat at, etc.

b) VERBAL

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

c) EXCLUSION

A student can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

d) DAMAGE TO PROPERTY OR THEFT

Students may have their property damaged or stolen. Physical threats may be used by the bully in order that the student hand over property to them.

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Remember that your silence is the bully's greatest weapon!

- a) Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
- b) Be proud of who you are. It is good to be individual.
- c) Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- d) Stay with a group of friends/people. There is safety in numbers.
- e) Be assertive –walk confidently away. Go straight to a teacher or another member of staff.
- f) Fighting back may make things worse. If you feel like fighting back, talk to a teacher or parent/carer first.
- g) It is always best to tell an adult straight away. You will get immediate support.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

IF YOU KNOW SOMEONE IS BEING BULLIED:-

a) **TAKE ACTION!** Report it to an anti-bullying ambassador or tell an adult **IMMEDIATELY**. Teachers have ways of dealing with the bully without getting you into trouble.

c) **DO NOT** be, or pretend to be, friends with a bully.

TELL TELL TELL!

At Montgomery we have a culture of zero tolerance to bullying.

If you are the victim of bullying you need to share this information with a teacher, an anti-bullying ambassador, prefect, parent or any other responsible person who will be able to help you.

If you see bullying behaviour you also need to report this to a responsible person who can help, **all students have a responsibility to protect other members of our community**.

There are many discreet ways to report bullying behaviour;

- You could tell an anti-bullying ambassador who have received training and will be able to help you take the next step or report it to an adult for you.
- You could tell any member of staff with whom you feel comfortable, whether this be a teacher, progress tutor, pastoral manager, one of the designated safeguarding team, the school nurse or a member of our support or admin team.
- You could send any member of staff an email through the school system if you feel uncomfortable approaching them directly.
- You could tell a parent or someone at home who can telephone school and speak to either your progress tutor, your progress manager, a pastoral manager or any other member of staff on your behalf.

If bullying is reported, addressed and continues this must be reported again to staff at the academy who will take this very seriously.

CYBER BULLYING

The academy believes that cyber bullying is wrong. You will learn how to deal with this in assemblies and PSHE lessons. If you find that you are the victim of cyber bullying you must report it immediately to the site provider, the police,

anti-bullying ambassadors, prefects, teachers at the academy, parents or any other responsible adult who will be able to help you.

The academy will advise all students/parents to also report any incidents of cyber bullying to the police, internet site or mobile technology provider or do so on your behalf through our PCSO. The academy will co-operate with the police or any outside agency in the investigation of cyber bullying in addition to action taken in school as appropriate.

AS A PARENT:-

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend the academy, feel ill regularly, or not complete work to their normal standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent etc.
- c) If you feel your child may be a victim of bullying behaviour, inform the Academy **IMMEDIATELY**. Your complaint will be taken seriously and appropriate action will follow.
- d) It is important that you advise your child not to fight back. It can make matters worse!
- e) Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- f) Make sure your child is fully aware of the Academy policy concerning bullying, and that they are not afraid to ask for help.
- g) Parents can report bullying to any of the academy staff by telephone, appointment or email. Parents are also welcome to use the school 'Stop it, Report it' online anti-bullying reporting system to report any incidents or concerns – this is available through the academy website.

AS AN ACADEMY WE WILL:-

- a) Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. Through tutor time and assemblies and the implementation of SMART.
- c) Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- d) Review the Academy Policy and its degree of success.
- e) The Academy staff will continue to have a firm but fair discipline structure. The rules are few, simple and easy to understand.
- f) Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, etc.

g) Encourage students to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.

h) Encourage students to treat everyone with respect.

i) We will treat bullying as a serious offence and take every possible action to eradicate it from our Academy.

j) Support and encourage a group of identified anti-bullying ambassadors in striving to raise awareness and discuss ideas/actions in relation to the anti-bullying policy.

h) Provide training and on-going support for student leaders who can support other students who may be victims of bullying behaviour. Students in leadership roles within school will have regular meetings to continually raise awareness of issues including anti-bullying.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:-

Help and support will be given as is appropriate to both the victims and the bullies.

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with their pastoral manager, progress tutor, or another teacher if they choose.
- Informing the victims' parents/carers.
- By offering continuing support when they feel they need it.
- Arrange for them to be escorted to and from the Academy premises.
- Sessions with our pastoral managers, life coach or school nurse. This may be to support victims in developing or regaining confidence or self-esteem, or to help them to develop coping strategies.

In addition to any disciplinary action we would support students who display bullying behaviour in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bullies' parents/carers.

- By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible in support sessions delivered by the academy pastoral managers.
- Students who display bullying behaviour will also have access to life coaches if required or a referral may be made to any external agency (walk and talk, Youtherapy.) if appropriate.
- Students will complete the 'Rethinking my behaviour' booklet if the incidents escalate.

Dealing with incidents of bullying:

When incidents of bullying are picked up by staff, either directly or by the referral from the anti-bullying ambassadors, they should get the reporting students, whether victim or witness, to write a statement and pass this on the pastoral manager. The pastoral manager will then take the lead on using available resources to fully investigate. (This may be done in conjunction with progress tutors or the progress manager for example).

Once it has been established that a bullying type incident has occurred the pastoral manager should follow the interventions outlined below:

Stage	Trigger	Intervention By	Intervention Required
0	No incidents of bullying recorded	Progress Tutor	None
1	First incident of bullying	Pastoral Manager	Verbal warning to bully given. Parents of bully and victim contacted. Incident recorded on SIMS as bullying, progress tutor kept informed for both. Isolation time issued to bully. If appropriate restorative methods implemented using PCSO. Support provided for bully and victim as needed by pastoral manager/progress tutor/pastoral team.
Incident recorded with Mr T Burns (Lead behaviour and attendance manager) as a C5-Bullying and the Blackpool Authority Forms completed.			
2	Second incident of bullying	Pastoral Manager	Written warning given to bully. Day of isolation for the bully. Incident recorded on SIMs, progress tutor of both the victim and bully are kept informed. If repeat to same victim, victim supplied with a book and asked to keep a record of any further issues. Parents of bully and victim contacted.

			Letter of apology to victim from bully written. Support provided for bully and victim as needed by pastoral manager/progress tutor/pastoral team.
3	Third incident of bullying	Lead behaviour and attendance manager (LBAM)	Parents of bully and victim informed. Meeting between the lead behaviour and attendance manager and parents of bully arranged. One-day Internal Exclusion requested from Deputy Headteacher Contract of future behaviour signed by the bully and Student Support Plan put in place. Daily monitoring of bully from the lead behaviour and attendance manager. Continued record keeping required for victim if repeated behaviour. Rethinking my behaviour- Teasing and Bullying booklet completed by the Bully. Support arranged for victim as needed, (peer mentor, keyworker etc.)
4	Fourth incident of bullying	Progress Manager	2-Day Internal Exclusion requested from Deputy Headteacher. Parents of bully and victim informed. Meeting between Progress Manager and parents of bully arranged. Pastoral Team informed of escalating issue. Student Support Plan reviewed or revisited. Daily monitoring of bully from the PM. Continued record keeping required for victim if repeated behaviour. Support arranged for victim as needed, (peer mentor, keyworker etc.)
5	Fifth incident of bullying	Assistant Headteacher	Placement at an alternative school requested from Deputy Headteacher. Parents of bully and victim informed. Daily monitoring of bully from the Pastoral Team. Further support for bully discussed at reintegration meeting with the assistant headteacher. Continued record keeping required for victim if repeated behaviour. Support arranged for victim as needed, (peer mentor, keyworker etc.)

6	<p>Sixth incident of bullying referral to the vice principal.</p> <p>Any further issues of bullying may lead to referral to Stage 7.</p>	Deputy Headteacher	<p>External exclusion(s) and reintegration meeting with the Deputy Headteacher. Final warning from the Deputy Headteacher given and any further interventions and support offered.</p> <p>Continued record keeping required for victim if repeated behaviour.</p> <p>Support arranged for bully and victim as needed, (peer mentor, keyworker, external agency referrals.) Daily monitoring of bully by the Deputy Headteacher.</p>
7		The Headteacher	<p>Exclusion and final meeting with parents to discuss any further support or options available. The Headteacher to monitor student and issues(s) of non-compliance.</p> <p>Consideration of managed move or permanent exclusion if no/insufficient progress.</p>

If you would like further information, please see a full copy of our anti-bullying policy; a copy will be available on our website or a hard copy is available on request from the Academy. If you do have any comments or information that you would like to share with us, please contact Mrs E Cumming- Assistant Headteacher, Mr T Burns-Lead behaviour and attendance manager or your child's progress manager, tutor or any member of the pastoral team.

Parents' Anti-Bullying Helpline Kidscape 08451 205 204, <http://www.kidscape.org.uk/parents/>

National anti-bullying helpline - Tel: 0845 22 55 787 <http://nationalbullyinghelpline.co.uk/>

Family Lives 0808 800 2222 <http://www.bullying.co.uk/>

Childline 0800 11 11 <http://www.childline.org.uk/explore/bullying/pages/bullying.aspx>



'Sticks and stones will break my bones but words will break my heart'