



An Active Learning Trust School

Anti-Bullying Policy

2024- 2025



DOCUMENT	
Lead author/initiator(s):	Laura Elliott
Contact email address:	lelliott@neale-wade.org
Developed by:	Laura Elliott
Approved by:	Governors
Approval Date:	September 2024
Review Date:	September 2025
Version No:	1
Review Timetable:	Annually
Review:	The document should be reviewed by a nominated member of staff and updated annually if required; after ratification or earlier if there is any new local or national guidance, changes in process, or legislation.
Purpose of Document:	To give guidance on behaviour to ensure that high standards are maintained.
Implementation:	The procedures will be accessed via the Staff Share on the V Drive
Dissemination:	The procedures will be available to all staff, teaching and non-teaching

Contents Page

Section	Content	Page
1	Aims of the Policy	2
2	What is Bullying?	2
3	Preventing Bullying	3
4	Reporting Bullying	4
5	Tackling Bullying	5
6	Outcomes	6

Neale Wade Academy works to promote an ethos where students are ready, respectful and safe.

This policy will draw upon these core values to illustrate how bullying can be prevented and resolved. The Academy recognises that students will learn best in a safe and calm community that is free from disruption and in which education is the primary focus. Staff, students and parents/carers have a responsibility to report bullying as soon as possible. Everyone has a responsibility to implement the preventative strategies outlined in the policy too.

This policy should be used alongside the school's Safeguarding Children Policy as child-on-child abuse must be considered as a potential source of significant harm.

The aims of the policy are:

- To work towards the elimination of bullying at Neale Wade Academy
- To enhance the Behaviour Policy which confirms the school expectations;
- To involve all members of the school community in countering bullying;
- To enable students, staff, parents and governors to understand what constitutes bullying and their specific responsibilities;
- To ensure that there are strategies to minimise the risk of child-on-child abuse and procedures;
- To enable parents and carers to feel confident that bullying will be firmly dealt with by the school;
- To inform all members of the school community that bullying behaviour will not be tolerated.

What is bullying?

It is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online'. (Anti-bullying Alliance, 2023)

Within this definition there are four key elements which are:

- Hurtful
- Repetition
- Power imbalance
- Intentional

At Neale Wade, we state that isolated, one-off incidents do not fall into the definition of bullying. However, as an academy we will take the incident seriously and ensure that it is followed up and dealt with.

Bullying can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Prejudice based and discrimination – includes acting discriminatory towards someone's faith, race, gender, sexuality or disability. It also includes having prejudice due to differences such as interests and economic status.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

Preventing Bullying:

Preventing bullying behaviours can be achieved through a range of pro-active and preventative measures. At Neale Wade we seek every opportunity to prevent bullying type behaviours from happening. As such, some of the steps we take to prevent bullying include:

- The topic of bullying being included across the curriculum such as Drama and English.
- Bullying being addressed through a carefully planned and flexible approached based Life Skills (PSHE) curriculum which is aligned with the standards of the PSHE Association and Cambridgeshire PSHE services.
- The form time and assembly programmes reinforcing British Values and embed the values of the school.
- Anti-Bullying week being dedicated to raising additional awareness as are other key events such as Black History Month
- Students not being permitted to use their mobile phones around the academy. This is partly to prevent cyber-bullying.
- Staff being aware that they must be vigilant and to watch and listen for any type of bullying behaviours.
- The Duty Rota being carefully considered, ensuring that there are no hidden areas where bullying could take place.

- Seating plans being implemented in lessons to allow staff to carefully consider group dynamics and to avoid there being conflict within the classroom.
- Posters throughout school emphasising the importance of diversity within the school community, mostly created by the students as part of their student charter.
- Groups such as PRIDE running to promote and embed the celebration of individual differences.
- Working with the wider community including the Police and Children's Services in cases where external agency support would be beneficial.
- Continual work on the Make A Difference Campaign.

In addition to this, we recognise that specific groups of students are particularly vulnerable to bullying. These include children and young people with Special Educational Needs and Disabilities (SEND), young carers, Black and Minority Ethnic (BME) and those who are, or thought to be lesbian, gay, bisexual, transgender, queer, questioning, intersexual, asexual or pansexual (LGBTQ+). As such, prevention of bullying considers the specific patterns of discrimination these groups face.

Reporting Bullying:

At Neale Wade we understand that students may have different ways in which they feel more comfortable in reporting their concerns. As such students can report bullying by:

- Completing a MyVoice log, an online form which can be accessed via the school website or by
- Speaking/Emailing/Writing with their form tutor
- Speaking/Emailing/Writing with a member of the student services team
- Speaking/Emailing/Writing with their Head of Year
- Speaking/Emailing/Writing with the Safeguarding team
- Speaking/Emailing/Writing their concerns to a trusted adult in school, including those above

We also invite parents/carers to report their concerns too. This can be done in the following ways:

- Completing a MyVoice log, an online form which can be accessed via the school website or by
- Contacting their child's Form Tutor by email, telephone or organising a meeting
- Contacting their child's Assistant Head of Year or Head of Year (Student services)
- Contacting a member of the Safeguarding team

We also want to welcome the opportunity for you to speak with any member of staff who can then pass on your concerns to a member of the pastoral team.

Tackling Bullying:

The main aims of tackling the bullying is to:

- Stop the bullying
- Support the victim
- Change the behaviour of the person bullying
- To bring some form of reconciliation between the perpetrator and the victim.

Neale Wade has clear strategies for responding to bullying. We are in a fortunate position to have a DDSL who is our Child on Child Abuse Lead who works with the Designated Safeguarding Lead and wider school teams.

Some of the strategies used may include outcomes as outlined in the behaviour policy. The consequences of bullying will reflect the seriousness of the situation. All sanctions will be applied fairly, consistently and reasonably, after careful consideration of possible contributing factors such as special educational needs, disabilities or other vulnerabilities of both the victim and perpetrator. A team of professionals will be involved in this, ensuring that the outcomes are best suited to the situation and needs of the individual.

When staff become aware of an incident of bullying the protocol that they will follow is:

- Follow up on the concern that they were presented with, reassuring the victim explaining to the student what steps will now be taken
- The member of staff will then log this on MyConcern
- The case will then be allocated to a member of the student services team, specifically the Assistant Head of Year and Head of Year team. The Child on Child Abuse Lead will oversee the actions being taken.
- The Year team will take the first actions within one school day, recording their work on MyConcern

Once the student services team have been made aware of the concern they will:

- Take action and record it on the open record on MyConcern.
- The concern will be fully investigated which may include:
 - Further statements being collected including from both the alleged victim and perpetrator. During this time all parties will be offered the opportunity to share any concerns they have
 - Requesting CCTV footage
 - Speaking with other staff members
- Ensure that Parents/Carers are kept fully aware and updated

The Designated Safeguarding Lead and their team will continue to be made aware of the concerns and where necessary provide advice in terms of intervention/ support that should be offered for both victims and perpetrators

Outcomes:

- The student who has been bullied will be offered support if they feel they need it. This may depend on the nature and severity of the incident and may include participating in group work sessions or being referred to an external agency
- Students who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy. They may also be expected to engage in workshops to address their behaviours. This sometimes includes students being supported by our Safer Schools Officer
- Parents of those bullied and bullying will be notified of the outcomes of the investigation
- A 'Repair and Restore' meeting will be set up to take place as soon as possible if all parties agree to this. This is the process where both parties get an opportunity to achieve closure through mediation by trained staff and/or students