



Anti Bullying Policy and Synopsis 2018-2020

Policy Version & Issue Date	Version 1 September 06 th 2018
Electronic copies of this plan are available from	Unity Academy Blackpool
Hard copies of this plan are available from	Unity Academy Blackpool
Date of next review	September 2020 (as required)
Person responsible for Review	Simon Brennand (Unity Academy)

Statement of Intent

Unity 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.

Unity Academy is committed to working with students and parents 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 have an essential role to play in counteracting bullying. Where bullying is clearly established, parents of both victim and perpetrator will always be contacted and the school will seek to involve them in securing solutions.

Signed:

Principal, Unity Academy

September 06th 2018

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 Unity 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. Student Services, 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 Unity 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, Phase Leaders and/or the Behaviour Support Team
- 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 and the PSHE and pastoral programmes of study

- Our Academy motto, 'In Unity we succeed', is used as a reference to underpin the development of good relationships between all members of the school 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, and the wider community
- At the annual New Parents evening in July and at all mid-year admissions parents are informed of the Academy anti-bullying practices
- Parents reporting bullying incidents either by telephone or email are responded to promptly and feedback on progress and actions are provided as soon as possible (within 24 hours, unless there are extenuating circumstances)
- Parents 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 relevant, matters can be referred on to the Assistant Principal with responsibility for behaviour or any other senior leaders - ultimately to the Principal, Executive Principal, and Academy Council

- The Academy website provides further advice and guidance for parents and carers, including a section on e-safety, cyber-bullying and social media. This includes links to other sources of help, Parent 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

The Unity academy pastoral lead is responsible for monitoring the effectiveness of this policy.

Anti-bullying Policy Synopsis 2018-20

Unity Academy:

- recognises that bullying is behaviour, usually repeated over time, which intentionally hurts another individual or group, physically or emotionally and that this can take many forms, including face-to-face between individuals or groups and/or online.
- is committed to working with students and parents 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.
- takes all bullying seriously and will maintain a caring and supportive community minimising the incidence of bullying behavior within a zero tolerance approach.

Incidents of bullying will **always** be followed up by staff. Parents have an essential role to play in counteracting bullying and will be informed and involved.

All instances of bullying will be dealt with swiftly in accordance with this policy.

Examples of potential bullying behaviours and the actions which will be taken by Unity Academy to prevent, minimise and eradicate bullying are set out in the full Unity Academy Anti-Bullying Policy.

Unity Academy will seek to prevent bullying through:

- the promotion of anti-bullying behaviour
- clear anti-bullying procedures
- our Academy Code of Behaviour
- staff and student training (Anti-Bullying Ambassadors)
- appropriate sanctions
- pastoral support to all members of the academy community, especially those most in need
- high profile of anti-bullying initiatives and systems with children, staff and parents
- listening to and providing appropriate support for individual students
- good relationships and a restorative approach
- dealing with problems in a consistent manner
- effective leadership, monitoring and review

Date: September 2018	Policy/Activity: Unity Anti bullying Policy	Assessor: GFL
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Number	Protected Characteristics	Any Concerns Arising?	Details of Concerns	Recommendations
1	Disability	✓	Information accessibility	Make a range of accessibility tools available e.g. 'text to audio', large text, etc. as needed.
	Example: physical disabilities, learning difficulties or medical needs	✓	Accessibility	Keep accessibility arrangements under review
	Young carer/carer			
2	Gender	✓		FCAT Gender Policy
	Females/Males			
3	Sexual Orientation			
	Example: Gay, Lesbian			
4	Gender Reassignment			
	Gender Reassignment			
5	Race/Ethnic Group			
	Example: Black, Asian, Chinese, etc.			
6	Pregnancy/Maternity			
	Pregnancy or maternity/paternity			
7	Marriage/Civil Partnership			
	Marriage/Civil Partnership			
8	Religion or Beliefs			
	Example: Jewish, Muslim, Christian etc.			
9	Age			
	Age			

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