



# Unity Academy Blackpool Anti Bullying Policy and Synopsis 2024-2026

Policy Version & Issue Date	Version 4: September 2024
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 2026 (or earlier, 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.

Stephen Cooke

Headteacher, Unity Academy

September 1<sup>st</sup> 2024

### **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.

**Unity Academy 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 communication, 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, how to report instances of and concerns about alleged bullying, 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
9. Promoting positive relationships throughout and beyond school including through a range of (age-appropriate) personal development experiences, for example assemblies, the PSHE programme of study, House activities, extra-curricular and enrichment activities
10. Reviewing data in real-time and adjusting strategy accordingly

### **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 any plan developed to address the bullying for effectiveness
- Avoiding sanctions that make the individuals look or feel foolish in front of others
- Ensuring that all incidents are reported and resolved accordingly
- Quickly and consistently addressing any issues that are reported
- 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 recurrence 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, Year Heads 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 Local Governing Body 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'
- 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, pastoral programmes of study and the Ready, Respectful, Safe curriculum
- Our Academy motto, 'In Unity we succeed' and values of Ready, Respectful, Safe are 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 Headteacher with responsibility for behaviour or any other senior leaders - ultimately to the Headteacher, Executive Headteacher, and Local Governing Body
- 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 and reviewed, daily, weekly, each half term and annually by staff
- Data is analysed for trends, sub cohorts and to evaluate the effectiveness of anti- bullying interventions
- Real time information is provided to the Senior Leadership Team daily and to the Local Governing Body 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.

## Policy Synopsis

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 behaviour 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



## **Harmful Sexual Behaviour**

Unity Academy has appropriate policies making it clear that sexual harassment, online sexual abuse and sexual violence (including sexualised language) are unacceptable. Academy behaviour policy outlines appropriate potential sanctions.

These policies are reflected in the academy curriculum, Relationships, Sex and Health Education Policy and procedures, which specifically address sexual harassment, online abuse, sexual violence and issues of consent, ensuring that:

- academy staff have appropriate knowledge of part 5 of the 'Keeping Children Safe in Education' statutory guidance
- pupils are supported to report concerns about harmful sexual behaviour freely
- all (such) concerns are taken seriously and dealt with swiftly and appropriately and that pupils are confident that this is the case
- comprehensive records of all allegations are kept
- work to prevent sexual harassment, online sexual abuse and sexual violence operates through a culture-led, whole-school approach that includes an effective behaviour policy, pastoral support and a carefully planned relationships, sex and health education curriculum

Academy staff will remain alert to factors that increase vulnerability or potential vulnerability such as mental ill health, domestic abuse, children with additional needs, and children from groups at greater risk of exploitation and/or of feeling unable to report abuse (for example, girls and LGBT children).

Academy staff are aware of the very high local incidence of multiple combinations of such potentially adverse childhood experiences and the needs this could present and will seek to understand and minimise any barriers that could prevent a pupil from making a disclosure, including communication needs, are identified and addressed.




Academy staff will assume that sexual harassment, online sexual abuse and sexual violence are happening in and around the school, even when there are no specific reports, and deliver a whole-school approach to address them.

Academy staff will be regularly trained to:

- have good awareness of the signs that a child is being neglected or abused, as described in 'What to do if you're worried a child is being abused'
- understand how to handle reports of sexual violence and harassment between children, both on and outside school premises (in line with DfE guidance)
- be confident about what to do if a child reports that they have been sexually abused by another child
- ensure that children are taught about safeguarding risks, including online risks

- support pupils to understand what constitutes a healthy relationship (online and offline)

<b>Date:</b> September 2024	<b>Policy/Activity:</b> Unity Anti bullying Policy	<b>Assessor:</b> SB
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Number	Protected Characteristics	Any Concerns Arising?	Details of Concerns	Recommendations
1	<b>Disability</b>		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	<b>Gender</b>			FCAT Gender Policy
	Females/Males			
3	<b>Sexual Orientation</b>			
	Example: Gay, Lesbian			
4	<b>Gender Reassignment</b>			
	Gender Reassignment			
5	<b>Race/Ethnic Group</b>			
	Example: Black, Asian, Chinese, etc.			
6	<b>Pregnancy/Maternity</b>			
	Pregnancy or maternity/paternity			
7	<b>Marriage/Civil Partnership</b>			
	Marriage/Civil Partnership			
8	<b>Religion or Beliefs</b>			

	Example: Jewish, Muslim, Christian etc.			
9	<b>Age</b>			
	Age			

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