Unsworth Academy Anti-Bullying Policy

Procedure Originator:	A Fair
Approved By:	Academy Council
Queries to:	A Fair
Review Interval:	Annual
Date of last review:	December 2025

Rationale

The Academy Councillors and staff at Unsworth Academy are of the firm belief that every young person in school deserves the best possible start in life; to be brought up in a safe, happy, healthy and secure environment; to be consulted listened to and heard; to be supported as they develop into adulthood and maturity.

All staff, learners and parents/carers are aware of the negative effects that bullying can have on individuals and the school in general and should work towards ensuring that learners can work in an environment without fear. They understand there is a need to be constantly vigilant to eliminate any instances of behaviour that is upsetting or otherwise stressful to any person within the school environment.

Bullying is unacceptable in school and will not be tolerated. The school also recognises that because of the verdicts in bullying cases it must take note of bullying perpetrated outside school. The school will do what is reasonable and practicable to eliminate any such bullying.

This policy is closely linked to the School's Positive Behaviour for Progress Policy, Social Media and Safeguarding Policy. Its main purpose is to clearly define the School's stance in relation to bullying and to provide a framework that enables all staff to take a fair and consistent approach when dealing with instances of bullying.

Aims

- To promote the safety of all groups of learners
- To raise the profile of bullying and its effect on young people's emotional health, well-being, life chances and achievement.
- To take measures to prevent all forms of bullying as per our definition and ensure everyone knows how to address bullying effectively.
- To promote an environment where it is not an offence to tell someone about bullying.
- To promote positive and independent attitudes in learners (including Peer Mentor Training and Restorative Approaches)
- To promote a consistent approach to bullying for ALL members of staff.
- To involve parents/carers and young people in developing policies; implementing anti-bullying strategies and in the review procedure.
- To celebrate diversity and be responsive to individual needs.

The School Standards and Framework Act 1998 requires maintained schools to have an anti-bullying policy and when writing this we consider also:

Keeping Children Safe in Education Sept 2021

DFS Exclusions Guidance 2012

Working together to Safeguard Children 2016

Safe to Learn 2007

Education Act 2002

HumanRights Act 1998

Health and Safety at Work Act 1974

Race Relations Amendment Act 2000

Disability Act 2003

Preventing and Tackling Bullying advice for Headteachers, staff and governing bodies (July 2017)

Equality Act 2010

Criminal Offence

Although bullying is not a specific criminal offence in the UK it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, under the Protection of Harassment Act 1997, Malicious communications act 1988 and the Public Order Act 1987. If staff feel that an offence may have been committed, they should seek assistance from the Designated Safeguarding Lead who may then liaise with the police if appropriate.

The links between safeguarding and bullying

All staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but not limited to: bullying (including cyber bullying), gender-based violence/sexual assaults and sexting. Staff should be clear as to the school policy and procedures with regards to peer on peer abuse.

Bullying and Vulnerable learners

Unsworth Academy acknowledges that bullying may lead to a child experiencing a social, emotional or mental health difficulty will in these circumstances provide a flexible educational setting to make the appropriate provision to match the child's short-term needs.

Definition of Bullying

Bullying is the repeated act of intentionally causing harm to others, through verbal harassment, physical assault, or other more subtle methods of coercion where it is difficult for those being bullied to defend themselves. It involves aggression (deliberate) and unequal power relationships; and it results in persistent pain and distress.

Forms of bullying

- Violent behaviour or assault
- Name calling
- Coercion into actions contrary to the wishes of the victim(s)
- Teasing
- Intimidation
- Pushing, pinching etc.
- Damage to school work or equipment belonging to someone else
- Offensive comments and spreading rumours
- Excluding people from groups or activities
- Cyberbullying i.e. Social Networking Sites and Apps, Mobile Phones
- Racist Bullying
- Homophobic and Transphobic Bullying
- Gender Bullying
- SEN/Disability bullying

It is important that one person's good-natured teasing may, to another person be unkind and even cruel. Learners are taught through the Form Mentor System, House Assemblies and our School Curriculum (Citizenship) to recognise the difference between teasing and bullying.

It is not necessarily the way that behaviour is intended, but the way it is received that is important in tackling instances of bullying.

In line with our School's Positive Behaviour for Progress Policy, all staff and learners are committed to meeting set behaviour objectives not only in the classroom but around the school and within the wider community. Learners recognise that whilst they are in school uniform, be it on or off-site that they are ambassadors for the school and they are therefore accountable for their behaviour. Members of SLT endeavour to support this by monitoring and supporting good behaviour within the community.

It is understood that children can both bully and be bullied at the same time. Individuals may resort to bullying for a range of reasons and the School will seek to support the bully as well as the bullied.

Bullying by members of staff

Staff must remain aware of the way their own behaviour is received and take care not to bully learners or other members of staff. Forms of bullying may include:

- Teasing learners about physical features or characteristics that they have little or no control over.
- Inappropriate displays of bad temper.
- Ridiculing the work of a learner in front of others.
- Showing inconsistency in the way punishments or rewards are applied.
- Physically intimidating learners.
- Belittling the actions or work of other members of staff.
- Criticising colleagues in ways that are not constructive or unnecessarily personal.
- Inappropriate actions taken outside school via social networking sites.

Strategies to Reduce Bullying

Preventive Strategies

- Anti-bullying Education embedded within the Curriculum.
- Heads of Department are responsible for introducing anti-bullying material in their programmes of study where appropriate.
- Form Mentors are to raise anti-bullying awareness as part of the pastoral programme.
- Pastoral Leaders and SLT links to lead assemblies on Forms of Bullying.
- Participation in Anti-Bullying week as organised by the Anti-Bullying Alliance.
- SLT Link to keep up to date with new legislation via the local advisor.
- Peer Mentoring Programme.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by the school.

Intervention Strategies

- Safe havens have been developed and a bully box is in place
- Restorative Justice meetings
- Use of conferencing and the LEAF (Listen; Effects; Amends; Follow-up) approach to support both the victim and the perpetrator in finding solution-focused responses to bullying.
- SLT link to seek support from external agencies such as CAHMS where appropriate.
- Liaison with Bury LA link person for anti-bullying

Academy Council

The "nominated Academy Councillor for Safeguarding" will as a critical friend around advocacy of the anti bullying policy:

- Liaise with the Chair, The Principal and the DSL over all anti-bullying strategies and individual cases where appropriate.
- Review the effectiveness of the policy on an annual basis along with the Principal and DSL.

The Principal

The Principal has a legal duty to draw up procedures to prevent bullying among learners. They will:

- Ensure that all staff are aware of the procedures and are consulted both in the development of strategies and in the review process.
- Provide training to staff where necessary as part of the school's CPD programme.

Designated Safeguarding Lead:

The DSL will:

- Be responsible for the day-to-day management of the policy and systems ensuring that positive strategies are in place for both the bullied and bullies.
- Keep the Principal, the nominated Academy Councillor and all relevant staff informed of incidents and outcomes.
- Provide a termly report on the number of bullying incidences and the effectiveness of the Policy.
- Determine how best to involve parent/carers and outside agencies.
- Ensure all procedures are followed by staff and any cases of bullying are recorded on CPOMS.
- Monitor the use of SMART and ensure incidences of racism and homophobia are always recorded on this system.

Pastoral Leaders will:

- Ensure that reports of bullying are taken seriously and dealt with in a sensitive and effective manner. Actions should also be recorded under Linked documents on CPOMS and on the House behaviour audit.
- Be responsible for ensuring that the school's positive strategies are put into practice.
- Lead assemblies to raise anti-bullying awareness.

All staff (including support staff) will:

- Know the policy and procedures.
- Be observant and ask learners what is happening to them.
- Deal with incidents according to this policy.
- Never let any incident of bullying pass by unreported, whether on or off site. This includes any incident where a learner reports any form of cyberbullying.
- Support the PSHE and Citizenship programmes.
- Support events during Anti-Bullying week.

Procedure for Learners

All staff are to ensure that learners feel confident that their problem will be heard and that their views will be considered. Staff should go through Anti-bullying information in learners' planners on a termly basis. It is important that learners know:

WHO TO REPORT TO: any member of staff within the school. They will ensure that the appropriate Pastoral Leader will be informed of the investigation and they in turn will report back to the SLT link. Learners can also talk to the Peer Mentors who will liaise with the Peer Mentor lead teacher. Learners may also access support via our safe boxes.

HOW TO REPORT AN INCIDENT: Learners can talk to any member of staff, use the bullying boxes provided or work with the Peer Mentors. Learners can also text the 'Safe' phone which is checked daily by the Designated Safeguarding Lead, the number for which is in the school planner. Parents and learners have access to the 'Safe@unsworth.shaw-education.org.uk email account, which again is in planners and checked daily by the Designated Safeguarding Lead.

WHERE AND WHEN: Learners can report incidences to their Form Mentor during registration or to Pastoral Leaders at break times. Learners may also want to talk to Peer Mentors in the designated safe havens. Learners may also come directly to the SLT link's office to report cases of bullying.

WHERE POSSIBLE LEARNERS WILL BE ASKED TO WRITE WITNESS STATEMENTS AND SHOULD BE SUPPORTED TO BE AS TRUTHFUL AS THEY CAN. STAFF SHOULD BE SENSITIVE TOWARDS LEARNERSAS THIS CAN BE A DIFFICULT PROCESS.

Complaints from Parent/Carers

If a parent/carer reports a case of bullying, all staff should report this directly to the Pastoral Leader who will begin the investigation.

ANY INCIDENT OF RACIAL BULLYING IS TO BE REPORTED DIRECTLY TO THE DSL WHO WILL LEADTHE INVESTIGATION ALONGSIDE THE DESIGNATED HATE CRIME AMBASSADOR.

Other resources for Learners and Parent/Carers

Staff will support learners by supplying them with the following websites and contact details.

www.anti-bullyingalliance.org.uk

www.beatbullying.org

www.luckyduck.co.uk

www.childline.org.uk - 08001111

Monitoring and Review

An annual review of the Anti-bullying Policy is required. As part of the continuing review process, Unsworth Academy is committed to the following:

- The DSL will provide a report on the number of incidences and the effectiveness of the policy on a termly basis to the Principal and nominated Academy Councillor.
- The report will analyse the number and types of incidents and it will also link this to improved attendance and attainment.
- The Anti-bullying/safety survey will be carried out to ensure learners' views are heard and the effectiveness of the policy is considered.

Unsworth Academy

Anti-Bullying Policy

Name:
Role in School:

Acknowledgement Slip:

- I have read and understood Unsworth Academy's Anti Bullying Policy;

Signed:
Printed Name:
Date:

Shaw Education Trust

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Be best in class

Be accountable