Thinking Schools Academy Trust

"Transforming Life Chances"

Anti-Bullying Policy

Goodwin Academy

This policy was adopted in: September 2022
This policy is to be reviewed in: September 2023

Anti-Bullying Policy

Goodwin Academy is a learning community where staff and students feel safe and secure. Academy life is characterised by a calm, purposeful environment underpinned by relationships built upon mutual respect. Our expectation is that all students and staff will behave in appropriate and socially acceptable ways.

Every member of staff has a key role to play in promoting and sustaining the highest standards of behaviour for learning. We aim to provide a safe learning environment where everyone feels able to enjoy, achieve and fulfil their potential, free from any form of bullying, physical, verbal, emotional or cyber.

The well-being of every young person is of paramount importance; every learner has the right to a high-quality learning experience at school, free from harm, neglect and abuse. All staff have a duty of care and a responsibility for safeguarding and promoting the well-being of students.

Policy Aims:

- To ensure all members of Goodwin Academy, both staff and students understand that any form of bullying is always unacceptable.
- To ensure all students and staff feel safe and secure in all areas of the Academy at all times.
- To create an ethos of good behaviour and positive support in which all members of the learning community at Goodwin Academy treat each other with respect. This includes students, staff, parents and anyone visiting or working at the site.
- To educate students to understand that bullying is not tolerated and that they have a responsibility to themselves and others as part of our learning community to expose any cases of bullying.
- To ensure all students are assured they will be listened to, believed and that incidents will be acted on promptly and appropriately.
- To ensure parents and carers are involved and have confidence in the school's ability to resolve any bullying issues in a way that best protects their children.

Principles:

- Staff will understand the purpose and principles of the Academy policy and its legal responsibilities in respect of bullying.
- Staff will demonstrate a firm and united stance towards the emphasis that bullying of any kind is unacceptable.
- Staff will always listen to accounts of all parties involved and will escalate and report to the relevant staff when necessary.
- Staff will ensure students understand the Academy's approach to bullying and that all students are clear in the part they can play in preventing it.
- Staff will do their best to ensure the immediate physical safety of students.
- Staff will ensure appropriate disciplinary sanctions reflected by the seriousness of the incident are implemented consistently.
- Staff will never promise to keep information confidential and will escalate to the relevant people where appropriate.
- Staff will ensure all relevant parties are fully aware of the action which has been taken and the outcomes that have been reached when the conduct of the bully or bullies has been substantiated.

Bullying is: 'Persistent behaviour by an individual or group with the intention of verbally, physically or emotionally harming another'.

A bully is: 'A person who habitually seeks to harm or intimidate those whom they perceive as vulnerable.'

Bullying typically demonstrates the following characteristics:

- Repetition – not one-off incidents; frequent over a prolonged period of time
- Intent – behaviour deemed purposeful, not accidental
- Clear victim – behaviour targeted at specific individual or group
- Power imbalance – unequal power causing stress to one party

Categories of bullying:

- **Verbal:** name calling, mimicry, teasing, insulting, spreading rumours, swearing, verbal abuse, victimisation following reports of bullying by victim or bystanders (retribution).
- **Physical:** Any unwanted or inappropriate touching, physical intimidation, hitting, pushing, kicking, pinching, poking, damaging or taking of belongings, deliberate pushing and shoving, threats of violence and extortion.
- **Emotional:** Damage to reputation, rumour spreading, deliberate exclusion from groups, torment, mimicry, ridicule, isolation, refusal to work with another student, threats, revealing personal information, inciting or coercing others.
- **Cyber:** Using social networking sites (e.g. Facebook, Twitter, Google+), web-based games consoles, mobile phones, messaging mediums to verbally or emotionally harm or embarrass another.

The above types of bullying are not exclusive and professional judgement should always be applied to each individual incident.

Types of bullying:

This list is not exclusive:

- Homophobic
- Racist
- Related to disability, SEN or health
- Related to home circumstances
- Sexist/Sexual
- Transphobic
- Related to appearance or culture
- Related to faith, religion or political values

Goodwin Academy pledge

We will…

- Ensure wide promotion and communication of our Anti-Bullying Policy
- Deliver student run awareness raising assemblies
- Train peer mentors and buddies
- Raise awareness of the 'UN convention on the rights of the child' to allow our community members to be respectful and reflective

Diversity and belonging:

- Elect Diversity Champions within the Anti-Bullying Ambassador team
- Host a month-long celebration (Black History Month) to tackle racism
- Deliver training for school staff on LGBTQ+ inclusion
- Create safe spaces for LGBTQ+ students
- Create a visual display in the school to raise awareness of racist, LGBTQ+ and sexism related bullying

Online safety:

- Deliver youth led training sessions and assemblies to the whole school on "How to stay safe on Social Media"
- Deliver youth led training for Teachers and parents/carers on social media apps and video games
- Invite speakers from external charities or organisations to talk about online safety
- Train all staff in online safety
- Build online safety education into our computing and PSHE curriculums and our aspirations programme
- Mark online safety day in school
- Include online safety education in our assembly programme
- Provide parents access to the National Online Safety organisation
- Send parents regular online safety updates

Wellbeing:

- Run a lunchtime support group
- Deliver training sessions for teachers on mental health and wellbeing
- Run whole school awareness assemblies
- Deliver safeguarding training for Anti-Bullying Ambassadors

Strategies for tackling bullying:

- **Reporting incidents:** Students have clear and simple yet discreet methods to report incidents of bullying within a safe environment and are encouraged to talk to members of staff such as their form tutor or Head of Year in addition to Behaviour Standards and Resilience Team staff. All members of staff will take such a report seriously and act upon it immediately.

- **'Report It' button:** This facility of the school website allows for anyone to report an incident of bullying at any time.

- **Worry boxes:** Students can anonymously report concerns or worries about bullying via our school worry boxes which are positioned around our Academy building.

- **Trained Anti-Bullying Ambassadors**: Training will be provided to the Anti-Bullying ambassadors in each year group throughout the school, offering a listening ear as well as support for those who need it.

- **#BE Kind campaign**: The campaign will be used to promote standing up to bullying behaviour and promote positive language across the Academy.

- **Safe spaces:** Students have access to a safe space where they can sit and talk to peers when needed.

- **Staff visibility and presence:** There will be a high staff presence and visibility during lesson change, break, lunch time and after school as this promotes student confidence at times of movement around the buildings and site.

- **Evaluation of anti-bullying strategies:** There will be regular evaluation of our approach to tackling bullying including advances in new technologies and policies will be adapted to reflect this.

- **Student voice:** Regular consideration of student voice through Junior Leadership Team meetings will ensure all students are aware of policies and rules and understand their role in ensuring bullying is combated effectively. This includes student surveys, class discussion and school council meetings.

- **Year group assemblies and tutor group activities:** Assemblies and Tutor time will include opportunities to educate students about bullying issues, the schools anti-bullying policy and non-bullying behaviour.

- **Upstanders not bystanders:** Students will be expected and encouraged to report bullying, whether they are personally involved or they see it happening to other students. They will be expected not to stand and watch but to talk to an adult as soon as possible. This can be with their Tutor, teacher, Behaviour Standards and Resilience Team staff, worry boxes or 'Report it' on the school website.

- **Adult supervised areas:** Students have access to adult-supervised areas before school starts, during the school day and after school, should any students feel insecure or anxious.

- **Online awareness:** Students will be educated about how to manage hurtful situations on messaging, texts or social media where bullying can take place and will behave appropriately online, encouraging their peers to do the same. Students, parents and carers are respectfully asked to keep problems from outside school away from Goodwin Academy, particularly when social media sites are involved.

- **Accurate reporting and documenting of incidents:** All reported incidents are promptly and thoroughly investigated, documented on SIMS, including outcomes and parents and carers involved at an appropriate level. Students will be expected to complete an incident form honestly and quickly when required.

- **Review of incidents at a Senior level:** Incidents of bullying will be discussed regularly at Senior leadership level, tracked and analysed for patterns of bullying behaviour. Where a need for further education is identified, this will prioritised and addressed through assemblies, tutor time and, where appropriate, small group or 1:1 sessions.

- **External agency support:** Links will be maintained with voluntary organisations, youth workers, Police, Social Care, Early Help, PCSOs and other groups involved with young people to provide support and education for both victim and bully.

- **Restorative justice mediation:** Opportunities for the bully and victim to be involved in a restorative justice mediation session will be facilitated and 'check-in support' provided for the victim following the incident.

- **Peer support:** Students have the responsibility to act as upstanders and ensure that victims of bullying are not isolated and to intervene when someone is being bullied and making it clear to the bully that their actions are disapproved of. Students should inform a member of staff if they suspect bullying is taking place. We keep a record of known bullying incidents, this includes all forms e.g. cyber, racist, homophobic and gender related bullying.

- **Sanctions:** Serious or persistent cases of bullying will be referred to the Mrs Wright and could lead to being placed on a monitoring report, detentions, fixed term exclusion or ultimately permanent exclusion.

- **Safeguarding concern:** In serious incidents such as safeguarding, violence, threat of weapons, or sustained serious bullying, the member of staff will take over and deal with the issue in line with Academy safeguarding procedures.

Dealing with Bullying:

Disagreements should be addressed by form tutors or subject teachers. However, any suspicions of bullying must always be logged on SIMS as a bullying incident and reported to the Behaviour Standards Manager as soon as possible. If a student shares concerns with the form tutor first, it is appropriate for suitable action to be taken if it involves other tutor group members but always in consultation with the Head of Year, the Behaviour Standards and Resilience Teams and Mrs Wright (Assistant Principal) and the incident must be recorded appropriately on SIMS for both the victim and the bully.

Allegations of bullying by students must be referred to the Behaviour Standards and Resilience teams, appropriate Head of Year and Mrs Wright immediately. A plan of action will then be agreed with the student and parents consulted as appropriate. The concern will be investigated thoroughly to clarify the facts, taking statements from the alleged bully, victims and witnesses.

Careful consideration of all circumstances will be made before sanctions or next actions are decided. This will in the vast majority of cases involve parents and carers of both alleged bully and victim being informed at the earliest opportunity.
A range of approaches will be used to **support the victim** and help them build resilience:

- **Peer buddy:** Victims of bullying are offered a peer buddy from the Anti-Bullying Ambassador team to support and be a friendly face around school. Thorough the in-school buddy system, pupils in older age groups are matched with younger pupils to provide support and assistance. Buddy systems give children the opportunity to practise the important values of respect, care, valuing difference, responsibility, friendship and including others.
- **Anti-Bullying Ambassadors:** Anti-bullying Ambassadors are vigilant during school in identifying people who have experienced and/ or exhibited bullying behaviour. Depending on the situation, they offer support or escalate the situation to a teacher.
- **Coaching:** The member of staff could offer coaching and problem-solving strategies to enable the victim to tackle what has happened; this builds their resilience and confidence, nurturing lifelong learning in resolving problems. This approach is suitable for lower-level problems and where the victim wants to regain some control.
- **Restorative justice:** The member of staff may work alongside the victim to resolve the problems actively through a restorative justice model; this will involve problem-solving meetings facilitated by the member of staff and sometimes with parents present.
- **External agency support:** The victim of bullying could be provided with access to external agency support to help them deal with bullying incidents, discuss their feelings about bullying and provide a targeted support plan.

A range of approaches will be used to **support the bully** to avoid repeating the bullying behaviour:

- **1:1 meeting** – A meeting will be held with a member of the Behaviour Standards or Resilience Team to discuss the impact of their bullying on the victim, the victim's family and friends, themselves and their family and friends.
- **Anti-Bullying Ambassadors** – The anti-bullying ambassadors can support the bully by providing peer support to correct their bullying behaviours
- **Parent/carer meetings** – Where appropriate, a meeting will be held with the parent / carer of the bully to discuss why their child is bullying another student and agree a supportive plan to address and correct the bullying behaviour.

- **External agency support:** The bully could be provided with access to external agency support to help them address their bullying behaviours and support them to make changes to their conduct towards others.

Links:

This policy should be employed with close consideration of the policies for Behaviour for Learning, Equality and Inclusion and SEN.

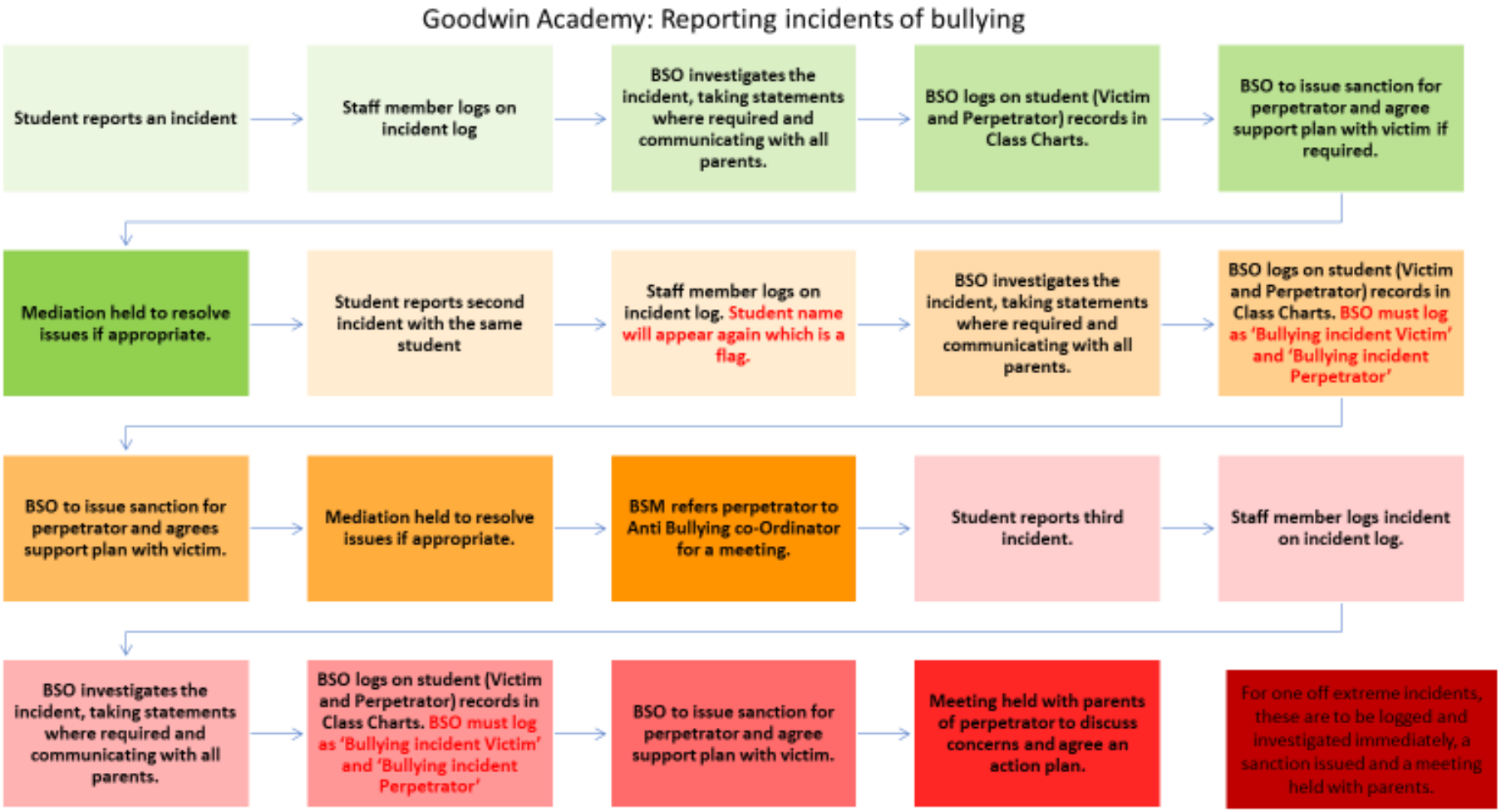
Useful Websites:

- Stop bullying
- Bullying
- Gov.uk
- Anti bullying alliance
- Diana Awards
- Childline
- Internet Matters
- Kidscape
- The UK Safer Internet Centre
- UK Council for Child Internet Safety (UKCCIS)
- NSPCC
- Rape Crisis
- The Survivors Trust
- Internet Watch Foundation
- UKCIC Sharing nudes and semi-nudes advice
- Thinkuknow

Goodwin Academy works with the following organisations regarding Anti-Bullying:

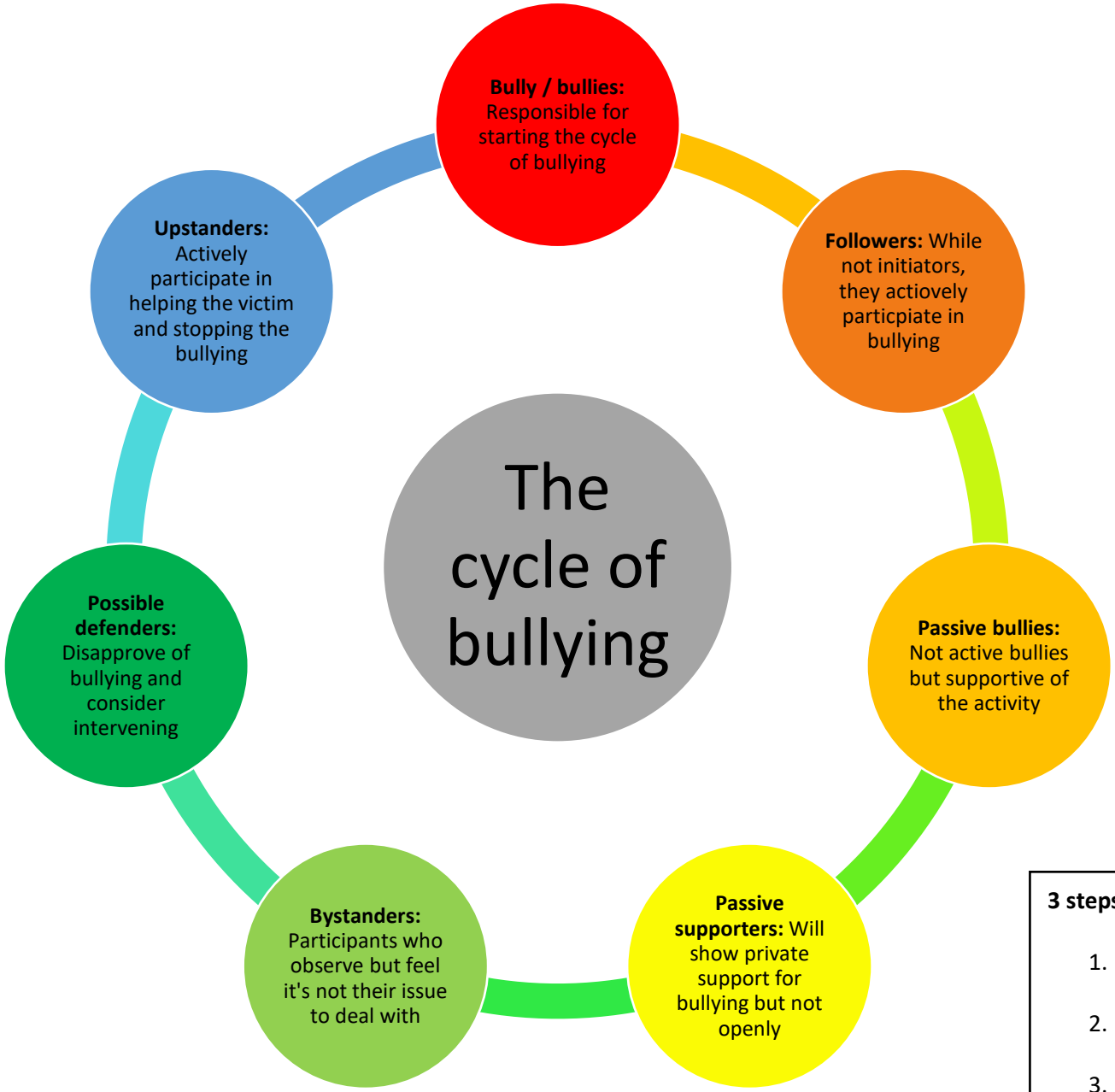
- Headstart
- Stonewall
- Diversity role models
- Diana Awards
- UNICEF

Appendix:



BSO: Behaviour Standards Officer BSM: Behaviour Standards Manager

The cycle of bullying



3 steps to stop a bully:

1. Stop – tell the bully to stop
   If that doesn't work, then…
2. Walk – walk away
   If that doesn't work, then…
3. Talk - tell a trusted adult