



## ANTI BULLYING POLICY

### **Key Contact Personnel**

Nominated Member of Leadership Staff Responsible for the policy: **William Virgo, Assistant Principal**

Designated Safeguarding Lead: **Kieron Scott, Assistant Principal**

Date written: **September 2024**

Date agreed and ratified by Governing Body/Trust/Committee: **October 2024**

Date of next review: **September 2025**

**This policy will be reviewed at least annually and following any concerns and/or updates to national/local guidance or procedures.**

## **Paignton Academy Anti Bullying Policy**

### **ETHOS**

Paignton Academy is committed to providing a safe, caring and friendly environment so pupils can learn in a positive and secure atmosphere. We seek to ensure that difference and diversity in pupils is celebrated and maintain a positive atmosphere by treating all members of the school with respect and courtesy. Bullying of any kind is unacceptable at Paignton Academy. If bullying does occur, all pupils, whether they are being bullied or know someone who is being bullied, should feel able to tell and know that incidents will be dealt with promptly and effectively.

### **AIMS**

- To ensure all stakeholders understand bullying in all its forms and can differentiate between bullying and conflicts.
- To help pupils understand how their actions may be perceived as bullying by others.
- To reduce the likelihood of a pupil being a victim of bullying.
- Develop individuals' self-esteem and respect for others; develop empathy and emotional intelligence.
- To ensure all pupils are clear about the actions they should take if they are bullied or observe bullying.
- To ensure all pupils understand actions that will be taken if they experience or are involved in a bullying incident.
- Have strategies to support pupils who have been bullied.
- Have strategies to support pupils who bully.
- Ensure that a high level of awareness of the Anti-Bullying Policy and its aims is maintained through CPD, Anti-Bullying Week, and the wider curriculum.
- To provide clear procedures for staff to follow if they become aware of any bullying incident. Ensure that governors, parents and members of the local community are aware of the Academy's policy on bullying.

### **ROLES AND RESPONSIBILITIES**

The whole school community including Governors, Senior Leadership, teachers, pupils and parents/carers have a role in ensuring the Academy remains a safe a caring place for all.

All staff will be responsible for ensuring that the policy and procedures are followed and fairly and consistently applied to ensure pupil safety.

The 'pastoral team' (including tutors, all teachers, Heads of House, Pastoral Managers and non-teaching staff) are responsible for ensuring pupils know the types of bullying, can differentiate between bullying and conflicts and what to do if pupils are victims of bullying.

All pupils are responsible for their own behaviour and by following Home School Agreement will ensure that bullying does not occur or, if they observe any incident, they will report it immediately to a member of staff.

Parents and carers are expected to take responsibility for the behaviour of their child both inside and outside the school. Parents must be aware of the need to monitor the use of electronic devices that could be used to cause harm.

### **THE DEFINATION OF BULLYING**

The Academy has adopted the Diana Award definition of bullying.

***‘Bullying is repeated, negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.’***

- A bully is a person who habitually seeks to harm or intimidate those whom they perceive as vulnerable.
- Bullying is often carried out by a group rather than a single person.
- Bullying is not the one - off or thoughtless comments or actions that can often occur. It is not the conflicts that arise between pupils, especially during the breakup of friendships.
- Bullying is deliberately hurtful behaviour.
- Bullying may also occur through ignorance; eg, by the casual use of racist or homophobic language.
- Bullying results in pain and distress to the victim who may feel powerless to defend themselves. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Bullying results in pain and distress to the victim.
- Bullying can take place several times a week or day. It can go on for months and even years.
- There is recognition that bullying occurs often beyond the realm of an Academy but can have manifestations in an Academy. We have an expectation of parents that they should be supportive in the process of eliminating any form of bullying.

Pupils may be bullied on the grounds of:

- Race, Nationality or language
- Gender (transphobia)
- Physical appearance
- Sexual orientation (including homophobia and biphobia)
- Disability
- Educational needs
- Socio economic status
- Religion or
- Other real or perceived differences

### **Bullying can be:**

*Emotional* - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

*Physical* - pushing, kicking, hitting, punching or any use of violence

*Racist* - racial taunts, graffiti, gestures, assumptions

*Sexual* - unwanted physical contact or sexually abusive comments

*Homophobic* - because of, or focussing on the issue of sexuality

*Verbal* - name-calling, sarcasm, spreading rumours, teasing.

*Cyber* - Mobile threats or inappropriate language and imagery by text messaging and calls, misuse of associated technology such as cameras, actions on social media applications and online gaming. The Education and Inspections Act 2006 (EIA 2006) outlines some legal powers which relate more directly to cyberbullying and gives the Principal (and their staff) the power, 'to such an extent that is reasonable', to regulate the conduct of pupils when they are offsite. The EIA also provides a defence for school staff in confiscating items such as mobile phones from pupils.

## **EDUCATION**

The Academy seeks to educate all pupils on the harm and impact associated with bullying. The below is a list of some of the approaches the Academy takes towards educating pupils.

- The Academy definition of bullying is displayed throughout the Academy, this is led by the Academy Council.
- 'We Are Pledge' identifying the Academy approach to inclusion.
- Preventative education as part of the PSHE curriculum and Speak up Speak out campaign different characteristics are explored.
- Whole school calendar of events focused on inclusion, challenging prejudice and discrimination, including sexism and misogyny/misandry.
- As part of the PSHE curriculum and Speak up Speak out campaign, relationships and healthy relationships are explored.
- Focused weeks for Anti-Bullying
- Assemblies and Tutor time focused on specifically on anti-bullying.
- Assemblies and tutor time focused on promoting British Values of Mutual Respect and Individual Liberty
- Focused weeks for Online Safety/Safety Internet Day
- Anti Bullying Ambassadors trained to support pupils within the Academy.
- Staff are trained on the Academy approach and response to bullying as part of Child on Child abuse.
- Information is shared with parents about how they can support their child.

## **SIGNS AND SYMPTOMS**

A pupil may show signs or behaviour which indicate that she is being bullied. Staff, parents and pupils should be aware of these possible signs:

The pupil

- Is frightened of travelling to or from school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Regularly feels ill in the mornings
- Begins truanting
- Becomes more anxious or more withdrawn or more lacking in confidence

- Attempts or threatens suicide or runs away
- Begins to do poorly in school work (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems but bullying should be considered as a possibility and should be investigated.

## PROCEDURES

### Staff

Where staff become aware of incidents or have concerns about the welfare and safety of other pupils, and feel that this could be related to bullying, they should report it to someone in the Pastoral team. Pupils involved will be asked to write an account of the incident. The Academy will keep a full record of all incidents.

The House team will retain oversight of all incidents and ensure, in conjunction with other relevant staff, that the correct response is enacted. These named staff will confirm the next steps to include any sanctions for perpetrators, education of perpetrators and support for victims. Sanctions will be dependent on the level, seriousness and persistence of the bullying. Each incident will be assessed and with an appropriate sanction issued. This could range from an apology and assurance that the bullying will stop, a detention, a meeting with parent/carer or a temporary exclusion from certain areas of the Academy's premises. This list is not exhaustive. In more serious cases, Reset Room (RR), Internal Suspension (Isolation), suspension or permanent exclusion may be sanctioned. Support for victim will be ongoing. Where there are repeated concerns a safety plan will be put in place as agreed by the pupil, Academy and parent/carers.

### Pupils

If you are a victim of bullying

- \*Tell a member of staff who you feel comfortable talking to.
- The member of staff will report it to your Form Tutor or Head of Year.
- Your Head of House or Pastoral Manager will talk to you and get all the details.
- A Head of House or Pastoral Manager will then talk to the accused person(s).
- A Head of House or Pastoral Manager may wish to talk to you and the accused of bullying together. Your wishes will be taken into consideration. A member of the Senior Leadership Team can also be present if you wish

\*If you do not feel comfortable talking to someone, please use the **Anti - Bullying box** in the House office or use the **Anti Bullying Report** online form found on your **Year Groups TEAMS page** or the school website.

If you witness bullying

- Report the incident as soon as possible to any adult in Paignton Academy.

- Pupils sometimes feel reluctant to pass on the information in case they are seen to be “a grass” but stopping bullying is the right thing to do.
- You will be asked for the details by your Head of House or Pastoral Manager and these will be taken down for reference.

If you take part in bullying

- You will be caught and you will have to take the consequences of your actions.
- You will be interviewed by a teacher and the information will be passed on to your Head of House or Senior House Link.
- The consequences will depend on the severity of the bullying and length of time the bullying has been carried out for.

### Parents

The Academy takes any issue seriously and will always deal with parent and pupil concerns. Parents should contact the Academy as soon as they have any concerns. Parents may be expected to attend the Academy to discuss issues.

This policy should be used in conjunction with the following policies:

*Behaviour & Culture Policy*  
*Safeguarding Policy*

### USEFUL LINKS AND SUPPORTING ORGANISATIONS

Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Childline: [www.childline.org.uk](http://www.childline.org.uk)

Diana Award: [The Diana Award \(diana-award.org.uk\)](http://TheDianaAward(diana-award.org.uk))

Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)

Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)

MindEd: [www.minded.org.uk](http://www.minded.org.uk)

NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)

The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](http://www.bullyinginterventiongroup.co.uk/index.php)

PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)

Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)

The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)

Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)

Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)

Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practiceschools](http://www.restorativejustice.org.uk/restorative-practiceschools)