



Anti- Bullying Policy

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HoD = Head of Department
HOY = Head of Year
SLT = Senior Leadership Team
SEN/D = Special Educational Needs/Disabilities

Introduction

- At Mulberry Academy Woodside we aim to provide a safe, caring and friendly climate for learning for all our students to allow them to improve their life chances and help them maximise their potential.
- We would expect students to act safely and feel safe in school. Students need to understand the issues relating to bullying and should feel confident to seek support from school if they feel unsafe.
- We also want parents/carers to feel confident that their children are safe and cared for in school and incidents when they do arise are dealt with promptly and well.
- The school is aware of its legal obligations and role within the local community supporting parents and working with other agencies outside the school where appropriate.

We behave according to our Mulberry Academy Woodside Shared Values and the agreement that “Mulberry Academy Woodside is a telling school.”

Roles and Responsibilities

We expect all members of the school community and all visitors to support our stand against bullying. We provide training, guidance and information to enable them to do this.

The Trust Board is responsible for ensuring that the academy meets the statutory duties of Academies with regard to bullying. The Trust Board biennially reviews this Policy and its impact.

The Academy's Chief Executive Officer (CEO) has a legal duty under the Schools Standards and Framework Act 1998 to draw up procedures to prevent bullying amongst students and to bring these procedures to the attention of staff, parents and students. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside academy, where it is reasonable to do so. Academies also have a duty to 'safeguard and promote the welfare of students' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004).

The CEO and the Head of School are responsible for maintaining an ethos in the school that upholds this policy. They are also responsible for ensuring this policy is understood and implemented by all staff and for making students, parents and staff aware of its commitments and expectations.

The SLT Lead (pastoral) is responsible for building the procedures of this policy consistently into day-to-day practice, for ensuring structures are in place that will act rapidly on any incidence of bullying, for monitoring and reporting on bullying and anti-bullying practice, and for developing curriculum and extra-curricular activity to support the aims of this policy.

All staff are responsible for acting on this policy consistently in their day-to-day professional responsibilities and for supporting students and their families to share the academy's aim to prevent bullying.

Definition of Bullying

Behaviour by an individual or group, usually repeated over time, that intentionally causes harm to another individual or group either physically or emotionally. This can take many forms and is often motivated by prejudice.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- extorting money or items of value
- cyber bullying - inappropriate text messaging, inappropriate comments on Social Media and inappropriate e mailing; sending offensive or degrading images/videos by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups
- bullying linked to gang membership or activity.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

- Prejudice crime related bullying of children with additional educational needs or disabilities, homophobic and transphobic bullying or related to race, religion or culture
- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying.

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Homophobic/Transphobic bullying and using homophobic or transphobic language

Homophobic language is terms of abuse used towards lesbian, gay and bisexual people or those perceived to be LGBTQI. It is also used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or have gay friends, family members or their parents/carers are gay. Transphobic language is terms of abuse towards transgender people.

Dismissing it as banter is not helpful as even if these terms are not referring to a person's sexuality they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of homophobic and transphobic language in our school even if it appears to be being used without any homophobic or transphobic intent.

Persistent use of homophobic/transphobic language or homophobic/transphobic bullying will be dealt with as with any other form of bullying.

Where does bullying take place?

Bullying is not confined to the school premises. Bullying may also persist outside school, in the local community, on the journey to and from school and at all times via the internet and cyberspace.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Cyberbullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims. We will ensure that our students are taught safe ways to use the internet (see our e-safety policy) and encourage good online behaviour. E-safety advice will be delivered in assemblies, PRS lessons and through the ICT curriculum. An advice page will be incorporated into student journals with information about how to stay safe online (see attached).

Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents/carers and their children who experience online bullying and will treat Cyberbullying the same way as any other forms of bullying.

The school's anti-bullying commitment

Bullying can take many different forms, but all of them are wrong.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. All bullying incidents known to staff will be treated seriously and sensitively, acted on quickly and dealt with consistently. A person who is being bullied often feels helpless and unable to stop it happening. Bullying, even that which seems minor to an observer, can have serious and lasting consequences. Mulberry Academy Woodside actively encourages students, parents and staff to speak to someone as soon as they experience, witness or have a concern or suspicion about bullying. Talking about bullying, and bringing it out into the open, is the key to dealing with the problem. The school recognises that bullying is often motivated by prejudice, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs, home circumstances, culture or health conditions. The school champions and celebrates diversity and all staff are trained annually on equality and diversity issues.

OUR ANTI-BULLYING CODE IS FOR EVERYONE

Everyone has the right to enjoy learning and teaching and to learn and work without fear, free from intimidation.

Everyone has the right to be treated with respect.

Everyone has the right to learn and teach in an environment where everyone feels comfortable and safe.

Everyone, whether they are being bullied, friends of the bully or person being bullied, or

onlookers, has a responsibility to report a bullying incident to an adult.

Everyone should be able to report bullying without fear.

Everyone should know that all bullying concerns will be dealt with promptly, sensitively and effectively.

Reporting and responding to bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it and they will refer it directly to the relevant Head of Year (HOY) or other member of SLT as appropriate.

Supporting the bullied individual(s) – the HOY (or DHOY) will:

- establish the facts – meet privately with the bullied individual(s) and listen to the problem. The bullied individual(s) should write down the details of the problem. This is kept as a written record of the bullying incident and held in line with the academy's data protection policy / practice;
- reassure the bullied individual(s), that the matter will be dealt with promptly and sensitively; discuss with the bullied individual(s) whether or not it is appropriate to inform parents. (A bullied individual's right to privacy is respected, but the school would normally expect to inform parents, and there may be cases where parents should or must be informed)
- if appropriate, refer the bullied individual(s) for support to:
 - to the School Counsellor
 - a school Mentor School Police Office
- outside organisations explain the procedures to be followed in dealing with the bully; keep the bullied individual(s) informed at all times of any action being taken; inform the Form Tutor so that he/she can help to monitor the situation.
- Form tutors will advise the appropriate subject teachers (Give a copy of the report if appropriate); monitor the situation by checking with the bullied individual(s), at an agreed time e.g. after the bully has been dealt with; after one week; after three weeks; maintain an 'open door policy' i.e. the bullied individual(s) should feel able to return to report the bullying again if it continues.

Students who have bullied or who are alleged to have bullied – the HOY (or DHOY) will:

- establish the facts – the HOY (duty staff/senior line managers in the HOY's absence) should meet privately with the alleged bully and explain the allegation. The HOY will listen to the problem from the alleged bully's point of view.
- invite the student to write down the detail of the problem. This is kept as a written record of the bullying incident.
- explain and talk through the school policy and anti-bullying code of conduct with reference to the allegation;
- establish that the behaviour took place, establishing the wrong doing and need to change;
- discuss whether or not it is appropriate for parents to be informed to help support the change in attitude/behaviour (In most cases parents should be informed);
- agree a method of monitoring the situation with the bully e.g. another meeting in one

- week; three weeks; one month;
- inform the Form Tutor so that he/she can help with the monitoring. (give a copy of the report if appropriate)
- if possible and appropriate, arrange for the bullied individual(s)/bully to be reconciled through a mediation process with an appropriate staff member;
- use specialist interventions and/or referrals to the School Police Officer or other agencies where appropriate;
- detail the sanctions to be imposed;
- arrange support to help the bully understand and change their behaviour

In the case of cyber bullying, the academy reserves the right to search a student's phone, social media pages or email account if there are any grounds for concern. All bullying incidents are considered to be at least a Serious Breach of the behaviour code. Sanctions will be appropriate to these levels but may vary from incident to incident.

If the student is involved in subsequent bullying, his/her parents are required to attend a meeting with the Head of Year and or member of the Senior Leadership Team. Parents will be asked to work with the academy in addressing their child's behaviour. The family may be referred to external support agencies where appropriate. Serious or prolonged incidents of bullying could lead to a fixed-term or permanent exclusion from Mulberry Academy Woodside.

- Guidance is provided to all students on bullying, its effect and simple measures to deal with bullies. Students are provided with an email address to report incidents of bullying: myconcern@woodsidehighschool.co.uk
- Information posters are displayed throughout the school and in tutor room bases advising students what to do if they feel that they or another student are being bullied. These are also in the school journal.
- KS4 students (Prefects in Year 11, Mentors in Y10) attached to KS3 tutor groups to work with tutors. KS4 students work as mentors to KS3.
- Break and lunchtime supervision provides the opportunity for learners to engage with adults during the recreation periods. Provision is made by the Oak room, Laurel and Wellbeing Room for vulnerable students at these times.

Links to other policies:

- Acceptable use of ICT and e-safety policy
- Behaviour for learning policy
- Child protection and safeguarding policy