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Anti-Bullying Policy

DATE APPROVED BY THE GOVERNING BODY	Nov 2022
SIGNATURE OF CHAIR OF GOVERNING BODY	Carole Owen
SIGNATURE OF ACADEMY PRINCIPAL	Adam McMillan
NEXT REVIEW DATE	Nov 2023



**PADGATE
ACADEMY**



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STATEMENT OF INTENT

At TCAT, we are committed to providing a caring and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying behaviour of any kind is unacceptable at our Academies.

If bullying behaviour does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

As a Trust we take a zero-tolerance approach to bullying behaviour in all its forms and consider it a most serious offence.

Padgate Academy follows the Equality Act 2010 and we are committed to preventing discrimination of any kind and responding effectively to the bullying of protected and vulnerable groups of children including disabled children / children with SEN, those who are or perceived to be LGBT, race and religion targeted, young carers, looked after children, appearance targeted, sexist and sexual bullying.

AIMS

Regarding the elimination of bullying, it is the aim of TCAT to create a culture that:

- enables individuals to believe in themselves and in their ability, as well as in others.
- cultivates within our students and staff a true sense that they belong to a family that cares for them and supports them.
- enriches and extends their learning so that each can become the individual they aspire to be.

All students, parents, staff and governors should have an understanding of what bullying is.

Staff and governors should follow the school policy when bullying is reported or suspected.

All students and parents should know what bullying is and inform a member of staff if bullying arises.

The Academy will always take bullying seriously. We use a range of proactive and reactive strategies to combat and prevent bullying.



DEFINITION OF BULLYING

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms for instance, cyber-bullying via text messages or the internet." 1

Bullying is deliberate hurtful behaviour that is repeated, often over a period of time, and where it is difficult for those being bullied to defend themselves. There are instances when it could be a one-off event. Bullying is not, of course, restricted to relationships between pupils. Bullying can also be a problem in adult life and occur in the workplace. Teachers, therefore, are not immune from bullying within their professional life. Indeed, within a complex organisation, like a school, bullying may occur between any individuals, regardless of role, age, gender or race.

What does bullying look like?

Bullying can include (list not exhaustive):

- name calling
- taunting
- mocking
- humiliating
- making offensive comments or gestures
- physical assault - pushing, kicking, hitting, pinching, threats and other forms of violence
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the Internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.
- Persistent teasing

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 may include:

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures



- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Cyber – all areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.
- Disability/SEN – because of, or focusing on a disability or special educational need.
- Home circumstance – targeting individuals who are looked after children or because of a particular home circumstance

POSSIBLE SIGNS

Pupils who are being bullied may show the following types of behaviour. Their behaviour may change from how they were presenting previously.

- Anxious, reserved, insecure or shy;
- Aggressive, argumentative, moody;
- Variety of physical symptoms, headache/stomach ache, going regularly to the nurse/first aider;
- Unaccountable repeated loss of money/property/bags;
- Truancy or feigning illness;
- Low self-esteem and low self-confidence;
- Pupils isolated or disengaged;
- Cuts, bruises, torn or ruffled clothing;
- Outgoing pupils become withdrawn.

It is important that staff who know pupils well and observe these changes are alert and observant to identify anyone who is struggling as early as possible.

PROCEDURES

All Trust staff must be vigilant and responsive to bullying behaviour. Staff supervision within the academy environment should be consistent (before/after school, between lessons, breaks and lunchtimes).

Procedures for dealing with both victims and bullies will be dealt with consistently in accordance with the Behaviour for Learning Policy, e-Safety and ICT Acceptable Use Policy.

Any incident can be reported to any member of staff in the Academy. The concerns will be passed directly to the Pastoral team and logged in their records whether the incident has taken place on the academy site or the pupil has disclosed concerns of bullying elsewhere.



Accurate records are essential so patterns and frequency can influence the decisions made about how best to intervene. Records must include details of who, where, when, what happened, what action taken, and any follow up. Staff will look to obtain advice from any outside agencies as appropriate.

Staff will work closely with parents/carers of all involved throughout any allegations until the matter is resolved.

HOW TO REPORT AN INCIDENT

All members of staff at Padgate Academy are responsible for ensuring bullying incidents are followed up in accordance with the school behaviour policy. Students can speak to any member of staff if they have concerns about themselves or another member of the academy being bullied. In the first instance, any concerns should be raised with form tutors. If a student doesn't feel comfortable with this then they can speak to or email the following members of the pastoral/safeguarding team:

Ms Jones (DSL & Mental Health and Wellbeing Lead) – kjones@padgateacademy.co.uk

Mr Vickery (DSL and Assistant Principal) - dvickery@padgateacademy.co.uk

Mrs Bretherton (SENcO and Deputy DSL) – kbretherton@padgateacademy.co.uk

Miss Parkinson (Pastoral Leader) – nparkinson@padgateacademy.co.uk

Mrs Mills (Pastoral Leader) - kmills@padgateacademy.co.uk

Mr Taylor (Pastoral Leader) - mtaylor@padgateacademy.co.uk

Ms Cooke (Attendance Manager) – rcooke@padgateacademy.co.uk

Ms McKittrick (Inclusion Manager) – smckittrick@padgateacademy.co.uk

If serious safeguarding concerns, please report to keepkidssafe@padgateacademy.co.uk

If students wish to report any concerns anonymously, this can be reported via reachout@padgateacademy.co.uk.

If bullying is outside of school via social media – please report to the police and notify school

AWARENESS RAISING

Work undertaken in Personal Development lessons, form time, national anti-bullying week and assemblies can be valuable in raising awareness of the issue and reminding that bullying behaviour is unacceptable and will not be tolerated. Intensive work is carried out with regards to identification of bullying, how it can be reported and strategies to prevent bullying. Students and staff are aware of how to identify and prevent bullying, in and outside of the academy.



There are dedicated pages on the Academy websites to signpost information and to identify peer support systems.

Specialist organisations that can offer support.

- www.kidscape.org.uk
- www.anti-bullyingalliance.org.uk
- www.nspcc.org.uk