

Anti-Bullying Policy



Aims

- To prevent forms of harassment and bullying within the academy community, which is made up of students, parents/carers, teachers and non-teaching staff, governors and visitors and to promote an environment in which all individuals are respected and can learn and work free from unreasonable, offensive, insulting, abusive and threatening conduct.
- To make everyone within the academy community aware of the academy's response to bullying.
- To put strategies in place for dealing with bullying issues on a case by case basis.
- To promote the involvement of staff, parents, and students in establishing a respectful ethos within the academy based on the Standards and Expectations as documented in the Behaviour for Learning Policy.

Principles

It is the academy's legal duty to take measures to prevent all forms of bullying. Everyone at The Leigh Academy has a right to feel safe and secure in the academy environment and be treated with respect. Bullying is regarded as unacceptable behaviour at The Leigh Academy.

This policy, irrespective of the document's reference to students, applies to all members of the wider academy community, which includes all employed staff, parents and visitors. (In this policy, 'parents' means all those having parental responsibility for a child.) Bullying is defined as 'Any behaviour imposed on another over time which hurts, threatens, intimidates, frightens an individual or undermines their sense of worth' and the academy will do all it can to ensure that people respect each other in a considerate, sensitive and civilised manner. Bullying is assessed by the impact the particular behaviour has on the recipient and is not solely dependent on an intention to cause hurt or distress. Whilst bullying is defined as 'behaviour imposed on another over time' a single incident of distressing behaviour could, if sufficiently serious, constitute bullying under this policy. All accusations of bullying will be investigated by the academy, recorded, monitored and actioned where necessary.

Types of bullying

- Bullying may take many forms, these are examples of prohibitive behaviour at the academy and not an exhaustive list:
- Physical: pushing, kicking, hitting, pinching and any other form of violence or threats of violence.
- Verbal/Written: name-calling, sarcasm, spreading rumours, persistent teasing, comments about physical appearance
- Emotional: excluding (e.g. making others not talk to one person), tormenting (e.g. hiding books, throwing possessions around, making fun or humiliating someone, offensive body language.)
- Racist/Islamophobic/sexist/homophobic/transgender/disablist: 'jokes', taunts, gestures, mimicking, use of terms in an inappropriate way (e.g. gay)
- Graffiti
- Sexism: Prejudice, stereotyping, or discrimination, on the basis of sex. Common manifestations of sexism in schools include sexist language, gender stereotyping and sexual harassment.

- Sexual harassment: the unwanted conduct of a sexual nature which has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- Cyber: posting of inappropriate pictures (including of a sexual nature) or text on websites or social media that leads to the humiliation of others. Or the use of texting, TikTok, Snapchat, Whatsapp, Facebook or other social networks to send messages or correspondence to upset or intimidate other students.
- Child-on-child abuse: any form of physical, sexual, emotional, financial, and/or coercive control exercised between children and young people; this includes intimate and non-intimate relationships.

Bullying can be by a single person or a group. Any student who feels they are being bullied has the right to have their complaint taken seriously by any teacher or adult in the academy. The teaching staff and all other staff of the academy, including governors and visitors to the academy (collectively the 'staff') are entitled to work in a safe environment free from disrespectful, discriminatory, offensive, threatening or abusive language or behaviour. The Leigh Academy takes any harassment and/or bullying of its staff by any other members of the academy community (or their friends or family) very seriously, and will take necessary measures where appropriate to protect the welfare of its staff and to prevent any recurrence of such behaviour.

Roles and Responsibilities

It is the academy's responsibility to provide:

- An Anti-Bullying Policy and to publicise the policy to parents, governors, teachers and students.
- Record and monitor bullying incidents.
- Deal with bullying incidents in line with the academy's core values of the 3Rs Respect, Responsibility & Resilience and management procedures.
- Provide a support service to students being bullied and to bullies, this includes completing a risk assessment and safety plan for relevant parties.

It is the responsibility of the victim of bullying to:

- Tell an adult at the academy immediately if you are made to feel intimidated, frightened or your confidence is undermined by another person.
- Tell an adult at the academy immediately if you are a victim of sexual abuse or harassment.
- Do not wait for a further incident and do not try to sort out an issue by yourself. Tell yourself that you do not deserve to be bullied and that it is wrong.
- Tell your parents/carers if something happens outside of the academy.
- Remember your silence is the bully's greatest weapon.

Incidences of bullying can also be reported using the stop@leighacademy.org.uk email. Emails to this address will go to college leadership teams, Student Services Managers and the academy's safeguarding team.

It is the responsibility of the witnesses to bullying to:

- Stay with the victim and find a responsible adult
- Encourage the victim to tell a teacher or other member of staff immediately or a parent
- Tell a member of staff if you have seen somebody do something which 'hurts, threatens, intimidates, frightens an individual or undermines their sense of worth'
- Tell parents, carers of an appropriate member of the academy staff if you see any bullying outside of the academy.

It is the responsibility of the bully to:

- Recognise and take responsibility that bullying is not acceptable and to stop.
- Accept the sanctions that have been given for bullying.
- Talk to a member of staff or parent about your reasons for bullying another member of The Leigh Academy community.
- Agree that they will not bully another child/adult either by themselves or with other students.
- Understand that inciting intimidation and fear in another member of The LEigh Academy community is not acceptable.

It is the responsibility of parents and carers to:

- Look for unusual behaviour in your child. They may be quieter than usual, they may be trying to avoid coming to the academy by pretending to be ill etc.
- Take an active interest in your child's education.
- Ask them what happened in the academy today.
- Ask them what they do at break and lunchtimes and who they spend their time with.
- Inform the academy immediately if you think your child is being bullied at the academy. Your concerns will be taken seriously and appropriate action, as laid out in this policy, will be taken.
- Tell your child that they are not to blame. It is not their fault they are being bullied.
- Encourage your child to tell a member of staff or use the stop@leighacademy.org.uk email if they are being bullied.
- Ensure that you take appropriate action if your child has been identified as a bully.

Procedures

The procedures arising from this policy will be developed by the Senior Leadership Team in consultation with the staff. The procedures will make clear to the students that bullying is not acceptable, in any form, within the academy. The procedures will be applied consistently and fairly and are highlighted in [The Leigh Academy Behaviour For Learning Policy](#).

Sanctions

Sanctions are needed to respond to any incidents of bullying within the academy. A range of sanctions are clearly defined in our [The Leigh Academy S1-5 Behaviour Stages](#), and the consistent use of these will be monitored carefully. The sanction given will be proportionate to the incident. The Leigh Academy runs a 3 strike policy whereby if a student reaches a third strike they will be taken to the Dartford Inclusion Forum (DIF) and a managed move organised to a different academy. The sanctions will be applied consistently and fairly and are highlighted in The Leigh Academy Behaviour For Learning Policy.

Training

The Governing Body will ensure that appropriate training on all aspects of anti-bullying is provided to support the implementation of the policy. Staff receive annual as well as regular update training as needs arise on how to spot victims of abuse in its many forms. Our whole academy culture of vigilance helps to forestall failure and spot early signs of abuse.

Other academy policies

In order for the Anti-Bullying policy to be effective, a clear relationship with other academy policies, particularly Equalities Objectives, Behaviour For Learning and Child Protection and Safeguarding has been established.

Involvement of outside agencies

The academy works positively with external agencies. It seeks appropriate support from them to ensure that the needs of all students are met by utilising the range of external support available.

Last Review August 2023. Next review August 2024