



MONKWEARMOUTH ACADEMY

ANTI-BULLYING POLICY

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1. Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a positive and secure atmosphere. Bullying of any kind is unacceptable at our academy. If bullying does occur, all students should be able to inform staff and be confident that incidents will be dealt with promptly, effectively and sensitively. Bullying behaviour is the wilful, conscious desire to hurt, threaten, or frighten someone. Bullying can be **PHYSICAL** and/or **VERBAL** or through comments made via social media, including the use of games consoles. Other forms of bullying behaviour include intimidation, extortion, or other behaviours which cause **ANXIETY** or **DISTRESS**. If one of these forms of behaviour happens once, it is an incident. If the same behaviour is repeated, without equivalent provocation, then it is bullying behaviour. Our policy involves all students, staff and parents in working towards the elimination of any form of bullying.

This policy outlines what Monkwearmouth Academy will do to prevent and challenge bullying, reinforcing our commitment to developing an anti-bullying culture.

2. Our aims

- To prevent the occurrence of bullying.
- To create a positive and safe learning environment.
- To develop individuals self-esteem and respect for others.
- To use all staff, parents and students as a positive resource in preventing bullying behaviour.
- To ensure a high level of awareness of the Anti-Bullying Policy and its aims is maintained through staff CPD, PHSE and the wider curriculum.
- To ensure that all members of the academy community share an understanding of what is defined as bullying.
- To give guidance and support to victims and to give help and on-going support to victims.
- To use peer pressure against bullying behaviour
- To make the unacceptable nature of the bullying behaviour and the consequences of any repetition clear to the bully and his/her parents.
- To give guidance and support to those engaging in bullying behaviour to change their behaviour
- To seek the involvement of outside agencies if/when necessary
- To endeavour to patrol all accessible areas of the school at break, lunchtimes, between lessons and at the end of the day to combat bullying behaviour.

Students – Expectations and Guidance

The following expectations apply to all students:

- Come to lessons ready to learn, stay focused and work to the best of your ability
- Follow instructions at the first time of asking
- Take full responsibility for your actions
- Show respect for students, staff and other members of the community
- Arrive on time, in correct uniform and with the right equipment
- Treat resources and the school environment with care and respect

These standards and expectations are the backbone of our behaviour policy (see Behaviour Policy). Students participate in activities which discourage bullying behaviours and are encouraged to speak up when they see or hear bullying behaviour.

Students can report bullying to any member of staff, Peer Mentor or email via a dedicated address - studentwellbeing@mwacademy.co.uk

The prevention of bullying and the education on how to keep safe will improve the academy ethos and provide an appropriate and safe learning environment where all students feel safe and secure and can learn without anxiety. In relation to Working Together to Safeguarding Children 2018 the main areas are:

- Protecting children from maltreatment;
- Enable all children to have the best outcomes;
- Preventing impairment of children's health and development;
- Ensure circumstances consistent with provision of safe and effective care.

Guidelines

- Awareness of bullying will be raised through the curriculum, assemblies, displays and guidance.
- All staff will play an active role in ensuring students are aware of the varied nature of bullying. They will also ensure that students know what to do if they feel that they or someone else is being bullied.
- All reports of bullying are recorded and are regularly monitored.

3. What is Bullying

Bullying, by its nature, is ultimately determined by the response of the recipient and not the intention of the person/s who have caused the offence. Individuals have different levels of sensitivity, and investigations into whether conduct should reasonably be considered to have the effect of violating the recipients' dignity must take into account the recipients' perceptions. The Oxford, Cambridge & Collins dictionary 2018 definition of bullying is 'a person who habitually seeks to harm or intimidate those who they perceive as vulnerable'.

Bullying (inclusive of all types)

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, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an

intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or personas through the threat of violence or by isolating them either physically or online.

Low level disruption and the use of offensive language can in itself have a significant impact on its target. If left unchallenged or dismissed as banter or horseplay it can also lead to reluctance to report other behaviour.

(DfE Preventing and Tackling Bullying 2017)

Cyber Bullying

Cyberbullying is the use of phones, instant messaging, e-mail, chat rooms, gaming or social networking sites such as Facebook and Twitter to harass threaten or intimidate someone for the same reasons as stated above.

It is important to state that cyber bullying can very easily fall into criminal behaviour under the Malicious Communications Act 1988 under section 1 which states that electronic communications which are indecent or grossly offensive, convey a threat or false information or demonstrate that there is an intention to cause distress or anxiety to the victim would be deemed to be criminal. This is also supported by the Communications Act 2003, Section 127 which states that electronic communications which are grossly offensive or indecent, obscene or menacing, or false, used again for the purpose of causing annoyance, inconvenience or needless anxiety to another could also be deemed to be criminal behaviour.

If the behaviour involves the use of taking or distributing indecent images of young people under the age of 18 then this is also a criminal offence under the Sexual Offences Act 2003. Outside of the immediate support young people may require in these instances, the academy will have no choice but to involve the police to investigate these situations.

The rapid development of, and widespread access to, technology has provided a new medium for virtual bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for an, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

The Education Inspections Act 2006 gave a school the power to discipline a student for incidents outside of a school such as cyber-bullying and the power to confiscate mobile phones in such cases.

Cyber Bullying includes:

- Sending threatening or abusive text messages
- Creating and sharing embarrassing images or videos
- 'trolling' – the sending of menacing or upsetting messages on social networks, chat rooms or online games
- excluding children from online games, activities or friendship groups
- setting up hate sites or groups about a particular child
- encouraging young people to self-harm
- voting for or against someone in an abusive poll

- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name
- sending explicit messages, also known as sexting
- pressuring children into sending sexual images or engaging in sexual conversations.

For further clarification of types of cyber bullying please see attached appendix 1.

The academy endeavours to ensure that students and parents know what they can do to protect themselves and how to get abusive material removed quickly when you see it.

Please refer to the Academy's Appropriate Use Policy and Home School Agreement in relation to acceptable behaviour and expectations of parents and students..

CEOP (The Child Exploitation and Online Protection Centre) investigates cases of sex abuse and grooming on the internet. Grooming is where people make friends with you and try to involve you in inappropriate activities. In the UK this behaviour is a criminal offence. Students or parents can report incidents by clicking the red button on the top right hand corner of the CEOP website. Although the police can get information from your computer's hard drive, its helpful if you don't delete anything until the police have decided whether they need it as evidence.

All staff at Monkwearmouth Academy have been CEOP trained.

4. Signs and Symptoms of Bullying

There are a number of possible signs and behaviours which might indicate a student is being bullied:

- Withdrawn, isolated behaviour
- Unwillingness to come to the academy
- Stops eating
- Is afraid to use the internet or mobile phone
- Complaining about missing possessions
- Begins to truant
- Feels ill in the morning
- School work begins to deteriorate
- Becomes aggressive, disruptive or unreasonable
- Is bullying other students
- Refusal to talk about the problem
- Easily distressed
- Damaged or incomplete work
- Refusing to work in a group with another student and
- Reluctance to enter a classroom or stand with other students whilst waiting for a teacher to arrive or walk past another classroom, where they know other students may harass them.

Whatever the intensity of the bullying, staff should intervene. All staff should be vigilant all times. Every incident, however minor it may seem, is crucial for the student involved.

5. Procedures

- Students can report bullying to any member of staff who will deal with it in accordance with this procedure. Referrals may also be accepted from other multi-agency partners or parents.

- The priority is to give protection and support to the victim.
- Staff must make it clear that the bullying student's behaviour is totally unacceptable. It is important that disapproval is explained in a calm and rational way – avoid bullying the bullying student.
- It is vital that alternative behaviour is discussed with the bullying student in order that long-term behaviour can be improved.
- Appropriate follow-up work including counselling (or peer mediation for minor friendship problems where appropriate), should be carried out.
- Any incident of bullying is reported on the anti-bullying log and stored by the pastoral team so that appropriate measures can be put in place.
- Investigations into bullying incidents will be thorough and involve the bullying student, the victim and any witnesses.
- The bullying student will be supported in recognising their unsociable behaviour and offering support to modify that behaviour.
- Sanctions, if appropriate will be decided on the individual incidents and circumstances.
- Parents will always be informed of the incident and the outcome.
- After the incident has been dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Victims of bullying may end up believing that they deserve to be bullied; they feel powerless and vulnerable self-esteem can be badly damaged, so it is essential that self-confidence is re-established.
- Anti-bullying days and other appropriate sessions, including assemblies, will inform the curriculum.

Safe Havens

Students must be aware of places they can go to during non-teaching time where they feel safe. Students can go to: student reception, the inclusion centre, Head of year rooms, the library or the haven. They should be aware of whom they can contact for support at any time during the day. This can be any member of staff or a peer mentor.

Peer mentors are available for students and the school nurses are available each Thursday (self-referral). External support can also be provided via Starfish (external referral required).

Peer Led Initiatives

Students have the opportunity to be a Peer Mentor from Year 8. This provides them with a leadership opportunity to be part of the anti-bullying group. The Peer Mentors actively support younger students on a daily basis and are provided with training to do so.

Students also participate in anti-bullying week, E-Safety days and a number of sessions with external providers. The curriculum also provides students with opportunities to explore independently the issues of E-Safety and Cyber Bullying.

Serious bullying incidents in a classroom

If a serious bullying incident occurs in a classroom, when a teacher needs assistance, initially the on-call system should be used. Sensitivity towards the victim must be exercised in order that he or she is not further embarrassed in front of his/her peers.

Bullying in the Community

If a parent or student reports bullying in the community all relevant staff must be made aware. Where the incident is serious the police and/or Together for Children will be made aware. The

Academy will follow a multi-agency plan if the incident is serious.

Students are advised to report any issues on the way to or from school and staff will take appropriate actions. If any incidents are serious then they will be reported to the police.

Every student should feel safe to learn, play and socialise. Whether on a bus or in the street, every child should be safe from victimisation and discrimination. Anti-bullying activity contributes to safer neighbourhoods, promotes community cohesion and reduces crime. At Monkwearmouth Academy we work closely with all community agencies including the police on this agenda.

The role of all staff

All staff know the Academy Anti-Bullying policy and will deal with any incident in accordance with this policy.

Staff in the academy take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in school.

If staff witness an act of bullying, they do all they can to support the student who is being bullied. If a student is being bullied over a period of time, they will consult with the pastoral team to ensure it is being dealt with appropriately.

Staff actively support anti-bullying strategies by teaching children directly about safeguarding issues and cyber-bullying.

The role of Tutors

Tutors will be responsible for liaising with the Pastoral Team over all incidents involving students in their tutor group and be involved in any agreed strategy to achieve a solution.

The role of the Pastoral Team

The pastoral team know the academy's procedure and will be responsible for the day-to-day management of this policy and systems within it and ensure positive strategies and procedures are in place to investigate and assist students throughout the process. They will record all reported incidents of bullying in the bullying log and carry out a full investigation, take appropriate action as agreed by the Head of Year and/or Pastoral Director including sanctions, risk assessments and/or referrals to outside agencies and where appropriate carry out conciliation between those concerned using appropriate strategies.

The pastoral team will determine how best to involve parents in the solution of individual problems and keep the Executive Headteacher and governors informed of incidents.

The role of governors

The Governing Body supports the Executive Headteacher in all attempts to eliminate bullying from the academy. This policy statement makes it very clear that the governing body does not allow bullying to take place in our academy, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the academy policy regularly. The governors require the Executive Headteacher to keep accurate records of all incidents of bullying.

The governing body will discuss, review and endorse agreed strategies on issues relating to bullying.

The role of the Executive Headteacher

It is the responsibility of the Executive Headteacher to implement the academy anti-bullying strategy and to ensure that all staff are aware of the policy and know how to deal with incidents of bullying. The Executive Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Executive Headteacher and Pastoral Director ensure that all students know that bullying is wrong, and that it is unacceptable behaviour in this academy. The Executive Headteacher sets the academy climate of mutual support and praise for success, so make bullying less likely.

6. Guidance for parents/carers

Parents/carers have a vital role to play in ensuring their child is aware of academy expectations and, where necessary, encourage the student to take full responsibility for their actions. They should always encourage their child to respond to concerns in a positive manner.

Parents/carers know their child better than anyone else and will be aware of behaviour which is out of character; however for a variety of reasons a child may try to hide their distress from people closest to them. Parents should therefore be watchful for the signs highlighted earlier in this policy.

What can you do?

- Talk to your child and remind them you are there to support.
- Encourage them to come to school and report the incident to any member of staff they feel most comfortable talking with.
- Contact the academy and speak to the Head of Year or Associate Head of Year.
- If you feel the matter has not been resolved, make an appointment with the Pastoral Director to discuss the situation.

If you feel your child is bullying others

The following may be an indication your child is bullying others:

- They have more money than usual
- They have possessions that do not belong to them
- They display aggressive behaviour and belittle others
- They are reluctant to show you text or internet messages

What can you do?

- Talk to your child and remind them you are there to support.
- Discourage any negative behaviour.
- Monitor their use of the internet and social networking sites.
- Contact the academy and speak to the Head of Year or Associate Head of Year linked to your child's year group.
- If you feel the need, make an appointment with the above staff to discuss the situation.

Parental Involvement

Following any incident, parents of both bullies and victims should be made aware of the situation and how their actions could help. Year teams, in consultation with the Pastoral Director, should involve parents at an early stage whenever it appears that there may be a problem. Parents can also be assured that they can express concerns in confidence and these should be directed to the year teams in the first instance.

7. Guidance for students

Bullying is deliberate hurtful behaviour against another student. These behaviours may or may not be planned but are intended to hurt. Bullying always results in pain and distress to the victim.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting, (e.g. hiding books or threatening gestures)
Physical	Pushing, kicking, hitting, punching or any use of violence
Racist	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Taunts, gestures, focusing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, poison pen notes
Cyber	sending harmful or cruel text or images using any area of the internet or mobile phone.

What can you do?

Look out for students who appear to be lonely or unhappy.

- Talk to them and offer your support.
- Introduce them to a trained peer mentor.
- Encourage them to report any bullying incident to any member of staff they feel comfortable talking with.
- Speak to a member of staff, preferably your year team about your concerns.
- Remember this is a "telling academy".

What happens next?

- The academy takes bullying seriously and we have zero tolerance for the action of bullying.
- You will be listened to and support will be put in place to minimise any further distress.
- The incident will be recorded and a full investigation will take place, your parents/carers may be informed
- Appropriate actions will be taken to resolve the situation to ensure the best outcome for all concerned.

8. Policy into practice

It is important that tackling bullying is seen as an ongoing process which involves all members of the Academy community.

The Anti-Bullying log is reviewed and evaluated on a termly basis in order to inform and improve practice and to analyse for patterns or support needs of individual students. All support mechanisms are stored in individual student's SEN or personal files. Incidents of E-safety and cyber bullying are also reported and recorded.

Student voice surveys will also be carried out and evaluated to ensure students feel safe and feel that bullying is dealt with effectively in the academy.

We recognise that particular students may be more vulnerable because of all or some of the following and will require a sensitive approach:

- Learning Difficulties, SEND and, or, Disabilities.
- Physical Appearance or Health Conditions.
- Social Circumstances eg family problems


- Gender or sexuality
- Race, religion and culture

If a person feels they are being bullied then the incident must be treated accordingly.

Equality is promoted and differences are celebrated both within the curriculum and within the climate of the Academy.

If there is an allegation of bullying by a school member of staff whether it is by students, parents or other staff this will be investigation according to the Dealing with Allegations policy.

This policy was updated in October 2018 and will be reviewed every 2 years or earlier if necessary.

Signed  Executive Headteacher Date 9/10/18

Signed  Chair of Governors Date 9/10/18

APPENDIX 1

Cyber Bullying definitions:

Bullying by stealing your identity

This happens when someone either hacks into your account or pretends to be you when they set up a new account. Students need to be aware:

Try to pick an unusual password and use letters and numbers. Don't use any part of your name or email address and don't use your birth date either as these are all easy to guess. Don't let anyone see you signing in and if they do, change the password as soon as you can.

Bullying by spreading rumours and gossip

The worst thing about social networking websites is that anything nasty posted about you can be seen by lots of people because it's so public and because the bullies make sure they tell everyone where to find the abuse. Posting false and malicious things about people on the internet can be harassment.

Threats

Anyone who makes threats on the internet could be committing a criminal offence. It's against the law in the UK to use a phone system – which includes the internet – to cause alarm or distress. It could also be against the 1997 Harassment Act. If threats are made against you then it's essential that students tell parents so they can alert the academy and make a complaint to the police. If you can't print out the threats use the 'print screen' button to take a snapshot of the computer screen and then save it.

Blackmail

If threats are made that a child's parent will be told embarrassing things if they don't take part in filming themselves or removing clothes then this is an offence called 'grooming' in the UK and men who have been found guilty of 'grooming' have been jailed. Remember everyone you meet on the internet is a stranger and you need to keep personal things personal to you, don't share secrets with other people and if anyone asks you to do anything that makes you feel uncomfortable then don't do it.

Students should be told if anyone you know on the internet puts pressure on you to do things you don't want to do then that's a big danger sign and you need to tell your parents or an adult about it so that their behaviour can be investigated by an organisation like CEOP which looks after the safety of young people in cyber-space. Even if all you know about the person is their email address the police can still find out who they are.

Abusive comments

Students need to be aware:

It's tempting to have a go back if someone makes a rude posting on your webspace but don't. This is called flaming and it just makes the problem worse. Abusive comments are very upsetting but the best way to deal with them is to get them removed by the website.

Instant messaging

There are a number of instant messaging systems, they're a great way to have a chat with a friend. MSN and Google are two of the best known ways to IM. But if things turn nasty you can block people from seeing you are online and you can save abusive conversations or print them out as evidence.

Nasty Pictures

Students need to be aware:

It's easy to snap off pictures on a mobile phone and upload them to the internet. Make sure that you have the person's permission to take a picture and that they're happy for thousands of people to see it on the internet. Don't upset people and then upload their pictures for other people to have a laugh. This could be harassment. Don't digitally alter pictures of people either because what you think is funny may be offensive to other people. Don't let anyone take pictures of you that might embarrass you.

Very important information when using the internet

If you post abuse about anyone else on the internet, whether it's in places like Facebook, in games forums or message boards, or if you send threats in chatrooms or on IM, you can be traced by police without any difficulty.

Every time you visit a website or make a posting, your internet service provider has an electronic note of that activity. Even if you create an anonymous email address you can still be traced.

Don't forget

Nothing is secret in cyber space and something you write now may damage your job prospects in the future because many employers search the internet before they employ people.

APPENDIX 2

Useful Links and Contacts:

ACE (Advisory Centre for Education)

This is an independent advice service for parents on all issues relating to state education in England. Phone 0300 0115142, Monday – Wednesday 10am – 1pm Monday to Wednesday.

<http://www.ace-ed.org.uk/>

Anti-Bullying Alliance

This alliance consists of over 70 organisations and works to stop bullying and create a safer environment.

<http://www.anti-bullyingalliance.org.uk/>

Bullying UK

This charity gives practical information and advice to young people and their parents through their website and by e-mail and works with schools, youth organisations, police forces and health trusts, running workshops and speaking at conferences.

<http://www.bullying.co.uk/>

Childline

Free 24 hour telephone line for children and young people – Phone 0800 1111

<http://www.childline.org.uk/>

EACH (Educational Action Challenging Homophobia)

Provides training for local authorities to challenge homophobic bullying. EACH also provides a national helpline for young people experiencing homophobic bullying. Telephone 0808 1000 143

<http://www.eachaction.org.uk/>

Impact Anti-Bullying Service

This is a voluntary organisation offering support to young people and families affected by bullying. Telephone 0191 567 8282.

Kidscape

Kidscape is committed to keeping children safe from abuse. Kidscape is the first charity in the UK established specifically to prevent bullying. Telephone 08451 205 204

www.kidscape.org.uk

NSPCC

Offers a wide range of advice and support in this area, including what to do when a child discloses a further problem such as domestic violence or neglect. Telephone 08008 005 000

www.nspcc.org.uk

Stonewall

Stonewall works with a whole range of agencies to address the needs of lesbians, gay men, bisexuals and transgender in the wider community.

www.stonewall.org.uk

Transforming Conflict

For information on restorative practices and training.

www.transformingconflict.org

Young Minds Parents Information Service

A free confidential service, providing advice for any adult concerned about the mental health of a young person.

www.youngminds.org.uk