



The Northumberland Church of England Academy

The Academy Anti-Bullying Policy and Procedures

Responsibility:	
Date of origin:	2009
Latest review:	July 2017
Review:	As required
Approved by Governors:	Delegated to Executive Director
Statutory requirement:	Yes



The Northumberland Church of England Academy

Anti-Bullying Policy and Procedures

1. Links to Mission, Aims and Values

Inspiring Achievement – Encouraging Compassion

1.1 The Northumberland Church of England Academy seeks to inculcate a culture of learning, success, high expectations, aspiration, challenge and inclusion in all aspects of Academy life and through that to encourage life-long aspiration. This is reflected through the curriculum, the leadership and daily practices of pupils and staff, aspiring to be compassionate global citizens with a sense of community and social responsibility.

1.2 Values Statement

Let your light so shine...’ [Matthew 5:16]

The Northumberland Church of England Academy strives to:

- Provide a distinctively Christian inclusive and diverse learning environment which honours God. Every learner, adult and child, is enabled, nurtured and challenged to be the best they can be.
- Encourage staff and pupils to aspire to fullness of life [John 10:10] that they may achieve their full potential.
- Promote the spiritual, moral, social, cultural, personal and physical development of individuals within a Christian framework.
- Sustain a community in which everyone is respected and valued.

In so doing we hope to enable all within our extended community to **let their LIGHT shine** and to ensure that the NCEA’s values of **L**OVE, **I**NCLUSIVITY, **G**OODNESS, **H**OPE and **T**RUTH, are well served by all the work we do.

1.3 Key to our Christian principles in this policy area are:

‘Love your neighbour as yourself’ [Mark12:31]

‘Do to others as you would have them do to you’ [Luke6:31]

**‘The only thing necessary for the triumph of evil is for good men [and women] to do nothing.’
[Edmund Burke]**

2. The Northumberland Church of England Academy Community

The Northumberland Church of England Academy provides a welcoming, safe and secure environment in which all pupils can learn successfully. We recognise and share the high aspirations that we believe local families have for their children and we will strive to bring out the best in every child through addressing their unique needs, nurturing their talent and developing their ambition. This policy should be read in conjunction with The Equality Act 2010, which the Academy recognises and implements.

3. Statutory Framework

By providing a stimulating and safe environment, The Northumberland Church of England Academy will develop in its pupils the skills, attributes and knowledge to maximise their potential and encourage them

to contribute positively to society.

The Executive Director has a legal duty under the *School Standards and Framework Act 1998* to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents/carers and pupils. Our work on anti-bullying forms part of our commitment to the Government's aim, as set out in *Every Child Matters 2003*, for every child, whatever their background or their circumstances, to have the support they need so they are able to learn and develop in a safe environment

4. Objectives of this policy

All governors, teaching and non-teaching staff, staff on supply, pupils and parents should have an understanding of what bullying is.

All governors, teaching and non-teaching staff should know what the Academy's policy is on bullying and follow it when bullying is reported.

All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that the Academy is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

Definition: What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally.

Bullying at the Academy could be defined as: "unacceptable behaviour which occurs **'lots of times, on purpose'**."

Bullying can be short term or continuous over long periods of time. Bullying can include any sort of physical, mental, emotional or cyber intimidation of any person by another person (or group) which causes anxiety or damage to the victim. Such behaviour is unacceptable by any member of the Academy as no person has the right to make another feel uncomfortable, unhappy or distressed.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, spitting, punching or any use of violence
Racist	Racial taunts, graffiti, gestures, racially inappropriate language
Sexual	Unwanted physical contact or sexually abusive comments, sexting
Homophobic	This covers all areas relating to LGBT+ (lesbian, gay, bisexual, transgender, and any other aspect pertaining to human sexuality)
Direct verbal abuse	Name-calling, sarcasm, spreading rumours, teasing, extortion, picking on people because of their race, gender, social class, sexuality, disability, or their personal appearance
Indirect abuse	Spreading hurtful rumours or stories, sending notes or writing graffiti about someone, mocking, excluding someone from friendship groups. Use of mobile technology and social media
Cyber-bullying	All areas of internet , covers the use of digital technology, including mobile phones, through texting, and other devices connected to the internet, to deliberately cause hurt to someone else. Includes the misuse of social media such as Facebook, Twitter, Snapchat, Instagram and YouTube.
Social Bullying	Social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Social bullying includes: lying and spreading rumours; negative facial or physical gestures, menacing or contemptuous looks; playing nasty jokes to embarrass and humiliate; mimicking unkindly; encouraging others to socially exclude someone; damaging someone's social reputation or social acceptance.

5. Implementation

Bullying is a serious matter and any incidents will be dealt with, as laid down in the anti-bullying procedures. The premise underpinning these procedures is that pupils will always be listened to by an appropriate member of staff when reporting incidents of bullying.

Expectations of staff and governors

Every member of staff at The Northumberland Church of England Academy is expected to look for signs of bullying as part of their academic and pupil support roles and responsibilities.

- Members of staff will be alert to and notify relevant key staff about patterns of attendance and lateness to the Academy or to lessons, patterns of sickness, how new pupils are received by others or changes in friendship groups.
- Subject and class teachers will be suspicious of any sudden drop in achievement, note instances of withdrawn behaviour and be mindful of unintended consequences when organising groups or teams.
- Staff carrying out duties will patrol areas of the Academy not normally observable and note any isolated pupils or instances of inappropriate behaviour.

- The relevant Head of Key Stage or Head of Campus will ensure that there is action taken in any situation where parents/carers are suspicious that their child may be being bullied.
- All incidents will be reported by staff and recorded centrally.

Expectations of pupils

Pupils will be encouraged to follow a code for reporting any incidences of bullying as follows:

- If you know about someone who is being bullied or you are being bullied yourself you must tell someone – tell your parents, tell your class teacher or tutor or any other member of Academy staff.
- If it is urgent or you are frightened tell the nearest adult you can. If someone is busy ask when you can see them. In any situation which is threatening or dangerous walk away and get help.
- You can help the Academy to avoid bullying incidents by:
 - being friendly towards people you think might be at risk of getting bullied;
 - not laughing if someone is being taunted or teased;
 - never joining in threatening or insulting behaviour;
 - saying that you don't like what's happening if you see bullying.
- Report all bullying through the following:
 - A member of staff
 - The **Worry Wall** accessible via the NCEA website
 - Email learnerwelfare@ncea.org.uk [Term time: 0800-1630]



- Contact
- Text the School Nursing Team on 07507 332258, 24hrs a day

6. Policy into Practice

The Academy will work consistently to promote an anti-bullying message to pupils. Bullying will always be treated as a problem and a 'problem-solving' approach adopted. It is important that we do not bully the bullies. If there are repeated incidents, sanctions will need to be escalated. Pupils must recognise that the Academy will not accept bullying.

- All staff will praise and encourage positive behaviour and will recognise and promote examples of caring and co-operative relationships.
- Through our own behaviour and attitudes we will show how much we respect every pupil in our Academy and how we appreciate and tolerate diversity and difference.
- We will consistently remind our pupils that we are committed to providing an environment where all children feel accepted and valued and where they can learn together in safety and security.
- These positive strategies will be exemplified in all of our interactions with pupils and we will explicitly teach topics in our PSHE programme and as part of our tutorial curriculum that are aimed at promoting understanding of bullying and the harm it can do. Through these areas of the curriculum we will also teach assertive strategies and skills for pupils to draw on.
- We will ensure that any sanctions imposed are fair and appropriate and understood by other pupils.
- We will use Academy assemblies to promote our positive ethos and to make all pupils aware of this anti-bullying policy.
- Each subject/learning area will – where appropriate – incorporate this anti-bullying message into their teaching and learning practice.
- A log of incidences of bullying should be kept on each campus and a record of the incident, pupils involved and actions taken made in the log.

Sanctions for pupils

In every case, the incident of bullying will be taken seriously and the responses can include some or all of

the following:

- All pupils involved will be interviewed and their statement recorded in their pastoral file. This information will always be treated seriously.
- The member of staff dealing with an incident will arrange for all pupils to meet together with them. At this meeting the pupils will each be given the opportunity to talk about their perceptions of the incident and their feelings, through a restorative conversation.
- The member of staff, if appropriate, will use this meeting to agree between the pupils a set of targets to prevent bullying occurring again. (In some cases the staff member will only be able to reach agreement with the pupils on acceptable ground rules).
- The situation between two or more pupils requires careful monitoring. Any further incidents must be immediately followed up.
- The tutor/class teacher will always be informed and whenever possible involved in the discussion. Parents/carers will be informed of the incidents and any action taken.
In certain cases of repeated bullying the following sanctions will be applied to those pupils who have been carrying out bullying behaviour
- The Campus Head/Head of Key Stage will keep a record of the incident in the pupil's file.
- The bully will be asked to apologise to the person bullied and will have to replace or repair any possessions damaged.
- They will also have to do something to improve things for the person bullied.
Depending on the severity of the bullying incident one or a combination of the following will apply:
- The bully may be placed in detention after Academy hours or at break or lunchtime and/or put on report.
- She/he may have to be isolated from lessons for a specified limited period.
- In severe cases she/he will be excluded from The Northumberland Church of England Academy for a fixed term or, in the worst cases permanently.
- She/he may be reported to the police if they assault another pupil or member of staff.

The Role of Parents/Carers

All staff at The Northumberland Church of England Academy are alert to signs of bullying. Our parents/carers will be able to see signs that may make them suspicious about the possibility of their child being bullied.

The following advice is provided for parents/carers:

- You know your child best and some of the signs you might see are that he or she is regularly feeling sick or unwell in the mornings or is reluctant to make the journey to and from the Academy.
- Some money or possessions may have gone missing or an item of clothing or a bag gets torn. Sometimes a child wants extra pocket money for no particular reason or has unexplained cuts and bruises.
- You will know if your child has unexplained behaviour changes, e.g. becomes moody, bad tempered, tearful and unhappy.
- Some children stop sleeping or have nightmares and others don't want to leave the house.
- Bullying can mean that your child is reluctant to talk openly about Academy friends and what they do at break times.

Support for Parents:



Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people. www.kidscape.org.uk

Support for Parents on LGBT+



Just like Us aims to support young people into a 'world where LGBT+ young people fulfil their potential, from the classroom to their careers, surrounded by allies who champion LGBT+ equality'. www.justlikeus.org

Support for Parents on Cyber-bullying:



ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves. www.childnet.com



Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers. www.thinkuknow.co.uk



Digizen: provides online safety information for educators, parents, carers and young people.

Advice on Child Internet Safety 1.0: The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.

www.old.digizen.org/cyberbullying

7. Links with external partners/agencies

We believe that effective partnership working is key to the implementation of our aims, values and policy aspirations. In particular this policy relates to our working closely with community groups, the Education Welfare Officers (EWOs) and the local police.

8. Monitoring and evaluation

Monitoring activities will focus on the extent to which provision for pupil well-being enables all pupils to learn in a safe and secure environment. Therefore, monitoring and evaluation will include quality of provision and impact in relation to:

- Behaviour within and beyond the Academy
- Views of pupils
- Views of parents/carers
- Views of stakeholders/partner schools/community groups
- Views of hard to reach groups
- Views of pupils accessing additional services
- Incidents of bullying
- Incidents of racism

- Incidents of sexism/homophobia
- Religious intolerance

The Principal Directors for Primary and Secondary and The Centre are accountable for policy and procedures to support anti-bullying and the pastoral teams and Campus leaders will co-ordinate systems for providing evidence in relation to the above criteria for benchmarking improvement.

9. Links with other policy areas

This policy should read in conjunction with the following related policies:-

- Allegations against a member of staff
- Behaviour Management
- e-Learning and ICT
- Equal Opportunities (Pupils)
- Home Academy Agreement (Primary)
- Home Academy Agreement (Secondary)
- Home Academy Agreement (The Centre)
- Safeguarding and Child Protection
- Spiritual, Moral Social and Cultural