



MASCALLS ACADEMY

Aspire Believe Achieve

Anti-Bullying Policy

Updated March 2019
To be reviewed March 2021

VISION

The Principal and the Governors of Mascalls Academy aim to prevent and be proactive in preventing bullying amongst all members of our community. They wish to inspire tolerance and respect to all in our community, and to bring procedures to support the vision to the attention of staff, parents and pupils. All members of the Academy must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

AIMS

The aim of this anti-bullying policy is to ensure that pupils learn in a respectful, supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Mascalls. Our vision across the academy is that we take bullying seriously. Our aim is that all pupils and parents should be assured that all incidents of reported bullying will be investigated, consequences/support implemented, and all parties liaised with throughout the process, from time of report to conclusion. We aim to inspire a supportive, caring and safe environment, without fear, where all students celebrate difference, enjoy and thrive being part of the academy.

The academy's nurturing ethos is underpinned by this policy, and it ensures that attendance will be outstanding by all students feeling safe.

WHAT IS BULLYING?

Bullying often stems from prejudice of difference. This could be related to disability, SEN, physical appearance, health condition/appearance, race, colour or culture, sexual orientation or social difference.

There are many definitions of bullying and it can be by staff, students or parents; most consider it to be:

- deliberately hurtful (including aggression);
- repeated often over a period of time;
- difficult for victims to defend themselves against.

Bullying can take many forms, but the main types are:

- physical - hitting, kicking, taking belongings;
- verbal - name calling, insulting, making offensive or threatening remarks;
- indirectly - spreading nasty stories;
- exclusion from social groups;
- being made the subject of malicious rumours;
- sending malicious emails or text messages on mobile phones;
- posting malicious, offensive or private material on the internet and/or social media;
- repeated sexual or racial harassment or unwanted physical contact;

- misuse of technology, ie camera and video facilities

Please refer to our Behavior Policy, Safeguarding and Child Protection Policy, Equal Opportunities Policy, Data Protection Policy and E-safety Policy, and on the Leigh Academies Trust and Mascalls Academy websites.

Name calling is the most common direct form. This may be because of individual characteristics, but pupils can be called nasty names because of their ethnic origin, nationality or skin colour, sexual orientation, social background or some form of disability.

HOW TO RECOGNISE SIGNS OF BULLYING?

Look for changes in the child. However, be aware that not all children who are bullied exhibit warning signs. Some signs that may point to a bullying problem are:

- unexplainable injuries;
- lost or destroyed clothing, books, electronics, or jewellery;
- frequent headaches or stomach aches, feeling sick or faking illness;
- changes in eating habits, like suddenly skipping meals or binge eating - children may come home from school hungry because they did not eat lunch;
- difficulty sleeping or frequent nightmares;
- declining grades, loss of interest in schoolwork, or not wanting to go to school;
- sudden loss of friends or avoidance of social situations;
- feelings of helplessness or decreased self-esteem;
- self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.

HOW TO REPORT BULLYING?

1. Your child should report any incidents of bullying directly to their advisor or a member of their college pastoral team.
2. All incidents of reported bullying are recorded on an orange bullying form and handed to Mr Smart, Behaviour Manager. Mr Smart will contact parents and the person who reported the bullying to advise that it is being investigated. After a thorough investigation appropriate sanctions and support will be implemented and all parties fed back to.

PROCEDURES

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff responsible for bullying within the Student Referral Centre.

2. A range of sanctions will be used, as appropriate, and in consultation with all parties concerned. These sanctions could include verbal or written warnings, restorative justice, restrictions of break and lunchtime activities, fixed term exclusion and, in the event of persistent bullying, permanent exclusion. Where appropriate the Principal may inform the police.
3. Our strategy is to change behaviour and prevent repeat offending. To support this, along with consequences, we take a holistic view and try to support both the victim and bully. This could be intervention around self-esteem, social communication or support for the whole family including referral to Early Help. Parents are included in all meetings and their influence is recognised for sustained change.
4. There is a termly audit and analysis of bullying logs and interventions in Mascalls to continually improve practice.

HOW WILL WE SUPPORT STUDENTS WHO HAVE BEEN BULLIED?

- Offering an immediate opportunity to discuss the experience with an advisor, staff Anti-Bullying Ambassador or member of staff of their choice.
- Reassuring the pupil.
- Meeting with Anti-Bullying Ambassadors during lunch times who can buddy, or offer advice.
- Offering continuous support in the form of any measure which helps them feel safe eg advisor, peer mentor, buddy, Student Referral Centre staff.
- Restoring self-esteem and confidence by counselling where necessary.
- Restorative justice, social communication intervention, self-esteem/resilience intervention.
- Support from any appropriate outside agency including Early Help, Social Services or the community police team.

HOW WILL WE HELP STUDENTS WHO HAVE BULLIED?

- Discuss what happened.
- Discover why they became involved.
- Establish the wrong-doing and need to change.
- Inform parents or carers to help change the attitude of the pupil and informing them of any sanction/intervention imposed.
- Sessions with the Student Referral Centre, if appropriate.
- Counselling, restorative justice, social communication Intervention, self-esteem/resilience intervention.
- Possible referral to outside agency including Early Help, Social Services or the community police team.

PREVENTION OF BULLYING

The academy will take the following measures to prevent or reduce the occurrence of bullying:

- the consistent promotion of the school's code of behaviour which requires all students to respect the rights of others;
- the reinforcement of the clear message that violence has no place at Mascalls;
- raising the awareness of the nature and harmful consequences of bullying through the PHSE curriculum, assemblies and advisory time;
- inspiring young people to respect one another irrespective of difference through initiatives driven by the Anti-Bullying Ambassadors, in advisory tours and assemblies;
- raising the awareness of cyberbullying and how to be safe online in Digital Learning lessons and assemblies;
- consultation with Student Voice on appropriate action;
- training of all staff in means of identifying and preventing bullying behaviour;
- the supervision by academy staff of all areas at break and lunch times;
- 6th Form buddies for KS3 and KS4 students, working through advisory groups;
- providing information to all parents on the symptoms of bullying and the steps to take if they suspect their child is being bullied;
- the clear policy of mobile phones not permitted to be in use during school hours;
- the celebration of all students' backgrounds and cultures through assemblies and advisory sessions; and
- the training of a cross section of students as Anti-Bullying Ambassadors in working partnership with the BIG initiative and the Diana Award.

BULLYING OFF ACADEMY PREMISES

For these purposes the Mascalls Youth Wing will be regarded as academy premises and any incidents of bullying there will be dealt with according to the procedures set out in this policy and will be dealt with by academy staff.

The academy is not directly responsible for bullying off the academy premises. However, we acknowledge that bullying may take place outside the academy gates, and on journeys to and from school. The bullying may be by students of the school or students from other schools or people not at school at all.

Students should not to suffer in silence; where a student tells of bullying off the academy premises, a range of steps will be taken. These may include

- talking to the local police about the problem;
- talking to the transport company about bullying on buses or trains and the removal of travel passes;
- the imposition of the same range of sanctions as bullying which takes place on academy premises if it involves students at Mascalls Academy.

MONITORING, EVALUATION AND REVIEW

Mascalls Academy leadership will review this policy biannually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the academy.

All students, via advisory, will review the effectiveness of the policy biannually and their views given to the School Council to feed back to the academy leadership to enable better practice.

An approved DfES pupil questionnaire will be given to a representative cross section of students every year. The resulting data will be considered in the annual policy review and reported to Governors.

A record of all bullying incidents will be kept both centrally and on students' files.

The numbers of incidents will be reported to Governors each semester.

Bullying data will be analysed to reflect and re-design further strategies to improve procedures, by the Anti-Bullying Forum at the start of each semester.

Where there is an incident which requires re-education of whole groups, ie the year group, teaching set/s, assemblies for the identified groups will be delivered, by the Head of Pastoral in each college.

Any serious case or incident concerning safeguarding, should be completed on a Green Form and immediately passed to Jo Brooks, DSL or Sally Ley, Deputy DSL.

Any serious bully that is not a safeguarding concern should be passed immediately to the victim's Head of Pastoral or to Rob Smart in the Student Referral Centre where it will be investigated immediately and bypass usual protocol.

All staff receive Child Protection training annually which highlights signs of bullying. In addition, ongoing updates will be delivered in Staff Briefing to ensure proactive outstanding care for all students. All staff have direct access to the Student Referral Centre if they are presented with an incident where they may feel they need additional advice.

BIG award - Mascalls Academy has received for the second time, the accreditation BIG award (Bullying Intervention Group) and the National Award for Excellence in Bullying Intervention.