



GREENWOOD ACADEMIES TRUST

Skegness Academy Anti-bullying Policy

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1. School statement on bullying

Skegness Academy is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

2. Aims and purposes of the policy

Bullying of any kind is unacceptable. At Skegness Academy the safety, welfare, and well-being of all students and staff is a key priority. We take all incidences of bullying seriously, and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment, or discrimination.

We actively promote value of respect, and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible citizens and prepare them for their adult life. This value reflects what will be expected of our students by society when they leave school and enter the world of work or further study.

We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing, and assessing the impact of our preventative measures.

3. Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

The nature of bullying can be:

- Physical: such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- Attacking property: such as damaging, stealing or hiding someone's possessions
- Verbal: such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- Psychological: such as deliberately excluding or ignoring people
- Cyber: such as using text, email or other social media to write or say hurtful things about someone

Bullying behaviours are characterised by the following attributes:

- The behaviour is repeated
- The behaviour is intentional
- The person or group who are carrying out the bullying behaviours have more power than the victim or victims of bullying
- The behaviour causes physical or emotional harm for the individual or group who is targeted

Bullying can be based on any of the following things:

- Race
- Religion or belief
- Culture
- Social class or socio-economic background
- Gender
- Sexual orientation
- Trans identity, including non-binary identity
- Special education needs
- Appearance
- Related to home or other personal situation
- Related to another vulnerable group or people

4. Reporting bullying

Students who are being bullied: If a student is being bullied, they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult.

They are also encouraged to report any bullying incidents in school to **any staff member**.

5. Reporting – roles and responsibilities

Staff: All school staff, both teaching and non-teaching have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform a relevant member of the year team.

Senior staff: The Principal and the Senior Leadership Team and have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

Parents and carers: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying.

Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the child's year team.

Students: Students should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If pupils witness bullying, they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

6. Responding to bullying

When bullying has been reported, the following actions will be taken:

1. Staff will record the bullying on CPOMS
2. The Designated Safeguarding lead and their team will identify the staff member to deal with the reported incident. Statements will be taken from both the victim and the alleged perpetrator.
3. If the allegation of bullying is found to be true, support will be offered to those who are the target of bullying.
4. Staff will pro-actively respond to the bully, who may require additional support or intervention. The bully may also receive a sanction in accordance with the school's behaviour policy.
5. Staff will assess whether parents and carers need to be involved
6. Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly where actions take place outside of school.

7. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of online bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school, and report and respond according to their responsibilities as outlined in this policy.

8. School initiatives to prevent and tackle bullying

At Skegness Academy, we use a range of measures to prevent and tackle bullying including:

- Our behaviour policy sets clear expectations about acceptable behaviour and how members of the school community should treat one another.
- Our curriculum includes opportunities for students to learn about different types of bullying and what they can do to prevent and respond to bullying.
- Tutor time provides regular opportunities to discuss issues that may arise in class and for form tutors to target specific interventions.
- Whole-school and year group assemblies help raise pupils' awareness of bullying and derogatory language.
- Difference and diversity are celebrated across the school.
- The whole school participates in events including Anti-bullying week, Mental Health Awareness Week, World Mental Health Day, National LGBTQ Health Awareness Week and Kenya Day
- The school value respect is embedded across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- Students are involved in developing school-wide anti-bullying initiatives.
- Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate.

9. Training

The principal is responsible for ensuring that all school staff, both teaching and nonteaching receive regular training on all aspects of the anti-bullying policy.

10. Monitoring and reviewing

The Trust Board, through the Education Directorate, is responsible for monitoring this anti-bullying policy's effectiveness and holding the principal to account for its implementation.

11. Links with other policies

This anti-bullying policy is linked to the following policies:

- Behaviour policy
- Exclusions policy
- Child protection and safeguarding policy
- ICT Acceptable use policy