Noel-Baker Academy

Anti-Bullying Policy

Document name	Anti-Bullying Policy
Date approved	
Date issued	01/09/2025
Date of review	01/09/2026
Approved by	Governing Body

This Policy must be read in conjunction with the Safeguarding Policy, Behaviour Policy, Equality, Diversity and Inclusion Policy, Mental Health and Well-Being Policy and the SEND policy.

Introduction

Every person within our community is valued equally and should be treated as such, regardless of their age; gender; gender reassignment; sexual orientation; lifestyle choices; race; religion; physical ability, disability or sex.

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed.

Noel-Baker Academy will take all allegations of bullying seriously as we are committed to providing a caring, friendly and safe environment for all our students, so they can learn in a relaxed and secure atmosphere, free from oppression and abuse.

All adults at Noel-Baker Academy will listen to students' concerns over bullying and will take appropriate actions to ensure that they are addressed in a timely and robust manner. Form Tutors and the extensive pastoral team is often the first point of contact for students who wish to report bullying. This comprises:

- Mr Greenough – Headteacher
- Mr Taylor – Deputy Headteacher (Pastoral and Designated Safeguarding Lead)
- Mrs Sargent – Assistant Headteacher Behaviour
- Miss Barron – Key Stage 3 Lead (Y8/9)
- Miss Young – Key Stage 3 Lead (Y7)
- Mrs Perry - Key Stage 3 Lead (Y10/11)
- Miss Flude – Senior Safeguarding Lead
- Miss Scott – Safeguarding Officer
- Mr Fox – Behaviour Intervention Manager
- Mrs Kemm – Head of Year 7
- Miss Murphy – Head of Year 9
- Miss Fearn – Head of Year 10
- Miss Hooley – Head of Year 11
- Mrs Bram – Behavior Officer
- Miss Laing – Behavior Officer
- Miss Barton – Behavior Officer
- Miss Delaney – Internal Suspension Manager

For students who may wish to report bullying anonymously or who feel that they are unable, for any reason, to speak to someone, they are able to email the safeguarding email or use the Sharp system which can be accessed via the Academy website. This system immediately notifies the safeguarding team which also includes the Headteacher – Mr Greenough, Deputy Headteacher – Mr Taylor. This will then be dealt with promptly and effectively (see Section 5 - Implementation).

1. Illegal and Anti-Social

Bullying is an anti-social behaviour which can also be against the law. All types of bullying are unacceptable at Noel-Baker Academy and **will not** be tolerated.
All students should feel able to tell, and when bullying behaviour is brought to our attention, prompt and effective action will be taken.
We are a *TELLING* school - this means that *anyone* who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

2. What Is Bullying?

- Bullying is "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)
- Bullying can include: name calling, taunting, mocking, making offensive comments including the use of derogatory language; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This list is not exhaustive and there could be many more examples.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying can be a form of peer-on-peer abuse and can be emotionally abusive. It can cause severe and adverse effects on children's emotional development.
- People who are victims of bullying frequently, but not exclusively, may be bullied because of:
  - ➢ race, religion or culture
  - ➢ special educational needs or disability
  - ➢ appearance or health conditions
  - ➢ sexual orientation
  - ➢ gender reassignment
  - ➢ sex
  - ➢ home circumstance including looked-after-children and young carers

3. Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect.

Students who are bullying need to learn and be taught different ways of behaving. We all have a responsibility to respond promptly and effectively to issues of bullying.

4. **Objectives of this Policy**

- To ensure staff, students and parents understand what bullying is.
- To ensure all staff know what the Academy policy is on Bullying, and follow it when bullying is reported.
- To ensure students and parents know what the Academy policy is on bullying, and what they should do if bullying arises.
- To ensure students and parents are assured that, as an Academy, we take bullying seriously and that they will be supported when bullying is reported.
- To ensure that incidents of bullying are dealt with robustly, in line with our zero-tolerance approach, recorded and monitored effectively.
- To ensure that victims receive appropriate support.

5. **Implementation**

All instances of bullying will be dealt with appropriately using the Academy's Behaviour Policy as appropriate. (See website for the behaviour policy).

All incidents of bullying will be categorised as:

racist/homophobic/bisexual/transphobic/emotional/cyberbullying/physical/sexual/other.

All incidents can be reported to any academy staff member however all incidents of bullying will be dealt with by the Head of Year in consultation with the Assistant Headteacher for Behaviour. More severe incidents of bullying will involve the Deputy Headteacher or in some circumstances the Headteacher.

The following steps may be taken when dealing with incidents:

- If a bullying incident is observed by a member of staff, they should intervene immediately and report the incident to the relevant member of Pastoral Team.
- A clear and precise account of the incident will be recorded by all stakeholders.
- The relevant member of the Pastoral Team will interview all concerned and will record the incident on MyConcern, our online safeguarding platform.
- The Designated Safeguarding Lead will be informed of all bullying issues where there are safeguarding concerns.
- Head of Years and form tutors will be kept informed and if it persists the pastoral team will advise the appropriate subject teachers.
- The Academy will provide appropriate support for the person being bullied, making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The parents/carers of both the victim and the perpetrator(s) will be informed as soon as is practicable.
- Punitive measures such as being issued with a R2 (day in the behaviour room) several days in Internal Exclusion, an off site direction at another school or a suspension may be used as appropriate and in accordance with the Academy's Behaviour Policy (See Academy website for the behaviour policy).
- If necessary and appropriate, the Police Community Support Officer (PCSO) or Police Officer linked to the Academy will be consulted.

- Following a bullying incident there must be a restorative conversation between the victim and perpetrator/s. As the incident has been logged on my concern safe and well checks will be carried out on the victim to ensure there are no further bullying issues.

- Perpetrator: As part of the perpetrators rehabilitation they must undertake the safeguarding intervention programme linked to bullying.

Where the bullying takes place off Academy site or outside of normal school hours (including cyberbullying). When responding to cyberbullying concerns, the Academy will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- the Academy will ensure that the concern is fully investigated. Appropriate action will be taken to ensure all parties feel safe and secure in the Academy, including providing support and implementing sanctions where appropriate in accordance with the Academy's behaviour policy.

The Academy will take all available steps where possible to identify the person responsible. This may include:

- Looking at use of the Academy systems.
- Identifying and interviewing possible witnesses.
- Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
- Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- Confiscating and searching students' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy.
- Requesting the deletion of inappropriate/unacceptable content and content posted online if they contravene Academy behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and students regarding steps they can take to protect themselves online. This may include:
    - advising those targeted not to retaliate or reply;
    - providing advice on blocking or removing people from contact lists;

- helping those involved to think carefully about what private information they may have in the public domain.

6. Victims

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of the Pastoral Team or another member of staff if they feel more comfortable doing so.
- Being reassured that it is not their fault that they have been bullied and that no-one has the right to make them feel hurt.
- Offering continuous support.
- Restoring self-esteem and confidence.
- If it is appropriate, the Academy will facilitate a process of restorative justice and / or mediation via the Head of Year/s.
- Where appropriate, mediation can be extended to other individuals linked to the bullying including the parents and families of the victim / perpetrator.
- Where a mental health concern develops and persists, support from the mental health and well-being team will be sought. (See Academy Website for the Mental Health and Well Being Policy).
- Multi-agency involvement if it is required to support the victim in any way.
- Use of materials such as 'assertiveness training' to build the victim's confidence.
- Ensuring that they can rebuild their confidence by using trusted students as their supporters and advocates, through Student Support and the Academy library which provide a nurturing environment for vulnerable students.
- By listening to them and seeking creative and constructive ways to meet their personal needs in terms of support.

7. Perpetrators

Students who have bullied will be helped by:

- Discussing what happened.
- Discovering why the student became involved.
- Establishing their actions, the need to change and reflecting on the impact / distress caused to the victim – This will all be completed through our safeguarding curriculum linked to bullying.
- If the incident is a derogatory or EDI incident the perpetrator will complete an educational booklet to allow for reflection and prevent reoccurrence moving forwards.
- Informing parents or carers to help change the attitude and behaviour of the perpetrator.
- If it is appropriate, the Academy will facilitate a process of restorative justice and / or mediation via the Police Community Support Officer or Police Officer linked to the Academy.
- Where appropriate, mediation can be extended to other individuals linked to the bullying including the parents/carers and families of the victim / perpetrator.
- Multi-agency involvement if it is required to support the perpetrator in any way, as we recognise that often there are triggers which can lead to bullying behaviours being

exhibited. These can include feelings of low self-worth, being bullied themselves and / or social pressures.

- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

The following disciplinary steps can be taken:

- Robust warnings to cease offending.
- Restorative justice procedures.
- Loss of social times and / a R3 issued and detention.
- Anti-Bullying
- Exclusion from certain areas of the Academy premises.
- Internal Exclusion.
- Off-Site direction at another school.
- ABC contract with the Police/Academy and Family.
- Suspension.
- Alternative off site provision.
- In severe cases - permanent exclusion.

Within the curriculum, the Academy will raise the awareness of the nature of bullying through inclusion in daily PSHE lessons, assemblies, our safeguarding curriculum and subject areas for example Computer Science, as appropriate, to eradicate such behaviour.

8. Prevention

Noel-Baker Academy will use the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- A discussion with a variety of stakeholders to address the differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also, children with different family situations, such as looked after children or those with caring responsibilities.
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly. This will also include teaching students about the consequences around mobile phones and the use of social media.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.
- Maintaining the Academy behaviour policy.

- Using behaviour/anti-bullying contracts for students where appropriate and parenting contracts where parental support is required to prevent ongoing bullying.
- Using Art, Drama or Music to reinforce awareness.
- Reading stories about bullying or having them read to a class or assembly.
- Having regular discussions about bullying and why it matters.
- Provide a range of approaches for students, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing Academy policies, for any bullying brought to the Academy's attention.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.

If a child discloses to an adult in school that they have been experiencing difficulties when online, we will always contact parents and let them know. We will also offer advice in relation to the best next steps for you to take in order to best safeguard and support your child. **We will not investigate or issue consequences to children for issues which have taken place online**.

There are many ways in which you can safeguard and support your child whilst they navigate the online world:

- If your child is given permission to use social media, set clear boundaries;
- check their phones on a regular basis;
- ensure they add you as a 'friend' on platforms so you can see their posts;
- work together to set their privacy settings;
- discuss the types of posts you find acceptable or unacceptable;
- talk to them to check they understand what online behaviours are classed as illegal (sharing photos without permission, 'trolling' or bullying online);
- discuss who you are happy with them adding as friends on their social media pages;
- Restrict your child's screen time;
- Set screen time limits on their phones;
- Set down time through the evening and night so they can rest and sleep without being interrupted by notifications;
- Agree where and when mobile phones are allowed within the household; and
- Manage the settings so that all apps downloaded have to be agreed by parents

If you have any concerns or worries about safeguarding your child online, the links below provide a wealth of information for parents.

https://saferinternet.org.uk/guide-and-resource/parents-and-carers

https://www.thinkuknow.co.uk/parents/

https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/

9. Signs and Symptoms

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and should investigate if a student:

- Is frightened of walking to or from school.
- Doesn't want to go on the Academy / public bus.
- Begs to be driven to the Academy.
- Changes their usual routine.
- Is unwilling to go to the Academy (school phobic).
- Begins to truant.
- Becomes withdrawn, anxious, low in mood, lacking in confidence or self esteem
- Starts stammering.
- Self-harms, attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Uses excuses to miss school (headache, stomach ache etc.).
- Begins to suffer academically.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or "go missing".
- Asks for money or starts stealing money (to pay bully).
- Has dinner or other monies continually "lost".
- Has unexplained cuts or bruises or shows signs of being in a fight.
- Comes home starving (money / lunch has been stolen).
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Changes their eating habits (stops eating or over eats).
- Goes to bed earlier than usual.
- Is unable to sleep.
- Wets the bed.
- Is frightened to say what's wrong.
- Gives unlikely excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a text message or email is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

10. Education and Training

Noel-Baker Academy will:

- Train all staff, including teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying

and take appropriate action, following the Academy's policy and procedures (including recording and reporting incidents).

- Train all staff, including teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff on Equality, Diversity and Inclusion with a focus on the derogatory use of language to support an inclusive environment and promote a culture of mutual respect.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as through displays, assemblies, peer support, the school/student council, etc.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

11. Involvement of Students.

Noel-Baker Academy will:

- Involve students in policy writing and decision making, to ensure that they understand the Academy's approach and are clear about the part they must play to prevent bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Recruit and train students to become peer mentors/Anti-bullying Ambassadors.
- Ensure that all students know how to express worries and anxieties about bullying.
- Ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in the Academy and embed messages in the wider Academy curriculum.
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to students who have been bullied and to those who are bullying to address the problems they have.

12. Involvement and Liaison with Parents and Carers

Noel-Baker Academy will:

- Take steps to involve parents and carers in developing policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats.
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the Academy to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

13. Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying and safeguarding of children, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- The Education (Independent School Standards) Regulations 2014
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- Keeping Children Safe in Education 2023

14. Responsibilities

It is the responsibility of:
- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- The Academy Governors and the Trust Board to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the Academy.
- Students to abide by the policy.

15. Monitoring, evaluation and review

The Academy will review this policy annually and assess its implementation and effectiveness. The policy will be promoted throughout the Academy and will be available via the Academy website. A bullying log will be kept and incidents will also be recorded on MyConcern. These will be analysed and reviewed on an on-going basis. We are committed to self-reflection and will critically evaluate our practice so that we can find ways to improve.

Useful links and supporting organisations:

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk

- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND:

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying:

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

Race, religion and nationality:

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama:www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

LGBT:

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk

- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying:

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk

A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf

- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) www.gov.uk/government/publications/preventing-and-tackling-bullying