Anti-Bullying
Policy

Review Date: August 2026

Mission, Vision, Values and Ethos

Our Vision Statement:

Leigh Academy Halley is a place of opportunity where respect, resilience, integrity and collaboration matter. We are a caring community where everyone feels safe, valued and empowered to explore, experience and achieve.

We are proud, articulate, confident, independent learners equipped to take our place in wider society. As lifelong learners we develop our international mindedness and intercultural understanding. This is so that we are in a position to pursue our aspirations and interests as responsible members of a global society who respect and appreciate diversity.

Our Mission:

"Together we inspire, learn and achieve"

Our Values and Ethos:

At Leigh Academy Halley, our values are the cornerstone of everything we do.

Respect
We expect everyone to take responsibility for their learning and be lifelong learners.

Achievement
We aspire to achieve our full potential in everything we do.

Collaboration
We enrich the experiences of all through our local, national and international partnerships. We do this by working together to achieve excellence.

Integrity
We embrace the opportunities we are presented with to show our strong moral principles, the IB learner profile and our respect and acceptance for others.

Resilience
We empower all to develop a 'can do' attitude and have confidence in their ability to progress in the face of challenges.

Policy Review Dates		
Date	**Description**	Name
June 2025	CSR - changed 'school' to 'Academy' and confirmed KNQ to get student voice.	CSR

ANTI-BULLYING POLICY

Our Vision

Together we aspire, learn and achieve.

Leigh Academy Halley is a place of opportunity built on a foundation of collaboration, integrity and respect. We are a caring community where everyone feels safe, valued and empowered to explore, experience and achieve. We are confident, articulate and resilient learners, who are proud and equipped to take our place in the world.

Leigh Academy Halley recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals. It can create a barrier to learning and have serious consequences for mental health and wellbeing. By effectively preventing and tackling bullying, schools and Academies can help to create a safe, disciplined environment, where students are able to learn and fulfil their potential.

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; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. 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 child-on-child abuse and can be emotionally abusive; it can cause severe and adverse effects on children's emotional development.

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people eg young carers

Leigh Academy Halley will not tolerate bullying in any of its forms and aims:

- To establish the Academy as a safe place, where students know they will be listened to and that any bullying will be taken seriously
- To identify bullying incidents and take appropriate action

Objectives

- To create an ethos in which bullying is seen to be wrong
- To become a "telling Academy" so students feel that it is right to report bullying
- To minimise fear and anxiety
- To reflect our values of respect, achievement, collaboration, integrity and resilience in all we do

Our Academy

- Monitors and reviews our anti-bullying policy and practice on a regular basis
- Supports staff to promote positive relationships with students, to help prevent bullying
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly
- Ensures our students are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy
- Requires all members of the community to work with the Academy to uphold the anti-bullying policy
- Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints
- Seeks to learn from good anti-bullying practice elsewhere
- Utilises support from Leigh Academies Trust, the local authority and other relevant organisations when appropriate

Responsibilities

It is the responsibility of:

- The Principal to communicate this policy to the Academy community, to ensure that disciplinary measures are applied fairly, consistently and reasonably
- 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

Responding to Bullying

The following steps may be taken when dealing with all incidents of bullying reported to the Academy

- If bullying is suspected or reported, the incident will be dealt with as soon as it is possible to do so by the member of staff who has been approached or witnessed the concern
- The incident must be logged on Bromcom, whatever the severity
- 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
- All parties involved will be interviewed by members of staff, usually pastoral staff
- Where there are safeguarding concerns the Designated Safeguarding Lead will be informed of bullying issues
- The Academy will inform other staff members, and parents/ carers, where appropriate
- Sanctions (as identified within the Academy's Behaviour Management policy) and support for individuals will be implemented, in consultation with all parties concerned

- Wherever possible restorative approaches will be used, for example with an restorative justice meeting
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help, children's social care (if a child is felt to be at risk of significant harm) or CAMHS
- Where the bullying takes place off Academy site or outside of normal Academy hours (including cyberbullying), the Academy will ensure that the concern is fully investigated to the best of our abilities
- Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the-Academy's Behaviour Management policy
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken

Cyberbullying

Used in conjunction with up to date cyberbullying and safeguarding advice, for example Childnet Cyberbullying guidance, KCSIE and UKCCIS guidance on sexting.

When responding to cyberbullying concerns, the Academy will:

- Act as soon as possible when 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
- 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 also the Academy searching and confiscation policy. (The DfE 'Searching, screening and confiscation at school' and Childnet Cyberbullying guidance should be used to ensure that the Academy's powers are used proportionately and lawfully)
  ➢ Requesting the deletion of locally-held content and content posted online if they contravene Academy behavioural policies

- Ensure that sanctions are applied to the person responsible for the cyberbullying; the Academy 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 or might have been
- 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.

Supporting Students

Students who have been bullied will be supported by:

- Reassuring the student and providing continuous support
- Offering an immediate opportunity to discuss the experience with their teacher, pastoral staff, the designated safeguarding lead, or a member of staff of their choice
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate
- Working towards restoring self-esteem and confidence
- Providing ongoing support; this may include: peer mentor, working and speaking with staff, including a counsellor, engaging with parents and carers
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Students who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support regarding their behaviour or actions
- If online, requesting that content be removed and reporting accounts/content to service provider
- Sanctioning, in line with the Academy behaviour/discipline policy; this may include warnings, loss of personal time, removal of privileges (including online access when encountering cyberbullying concerns), and internal exclusions, suspensions or permanent exclusions
- 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.

Supporting Adults

Our Academy takes measures to prevent and tackle bullying among students; however, it is equally important to recognise that bullying of staff and parents/carers, whether by students, parents/carers or other staff members, is unacceptable.

Adults (staff and parents/carers) who have been bullied or affected will be supported by:

- Offering an opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Principal
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate

- Where the bullying takes place off Academy site or outside of normal Academy hours (including online), the Academy will still investigate the concern and ensure that appropriate action is taken in accordance with the Academy's behaviour and discipline policies
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online
- Reassuring and offering appropriate support
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Adults (staff and parents/carers) who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the Principal to establish the concern
- Establishing whether a legitimate grievance or concern has been raised and signposting to the Academy's official complaints procedures
- If online, requesting that content be removed
- Instigating disciplinary, civil or legal action as appropriate or required

Note: Specific guidance is available for Academy leaders regarding dealing with complaints made on social networking sites by parents/carers: www.kelsi.org.uk/child-protection-and-safeguarding/e-safety

Preventing Bullying

Environment

The Academy will:

- 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)
- Openly discuss 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 that 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
- 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 Academy ethos
- Recognise the impact of bullying on mental health and wellbeing.

Policy and Support

The Academy will:

- Provide a range of approaches for students, staff and parents/carers to access support and report concerns
- Regularly update and evaluate our practice to take into account 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, which involves or effects students, even when they are not on Academy premises; for example, when travelling to and from the Academy or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The Academy will:

- Train staff, including: teaching staff and support staff to identify all forms of bullying and take appropriate action, following the Academy's policy and procedures (including recording and reporting incidents)
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, student leaders, tutor time, Values lessons and external providers,
- Provide systematic opportunities to develop students' social and emotional skills, including building their resilience and self-esteem.

Involvement of Students

The 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 have to play to prevent bullying
- Regularly canvas children and young people's views on the extent and nature of bullying
- Ensure that all students know how to express worries and anxieties about bullying and know where to go for help
- 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 schools and embedded 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 in order to address the problems they have.

Involvement and Liaison with Parents and Carers

The Academy will:

- Take steps to involve parents/carers in developing policies and procedures, to ensure they are aware that the Academy 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
- Work with all parents/carers and the local community to address issues beyond the Academy gates that give rise to bullying

- Ensure that parents work with the Academy to role model positive behaviour for students, 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

Monitoring and Review: Putting Policy into Practice

The Academy will:

- Ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied
- Any issues identified will be incorporated into the Academy's action planning
- The Principal will be informed of bullying concerns, as appropriate

Useful links and supporting organisations

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
Childline: www.childline.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

SEND
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
Think U Know: www.thinkuknow.co.uk
UK Safer Internet Centre: www.saferinternet.org.uk
UK Council for Internet Safety (UKCIS)
https://www.gov.uk/government/organisations/uk-council-for-internet-safety

Race, religion and nationality
Anne Frank Trust: www.annefrank.org.uk
Kick it Out: www.kickitout.org
Stop Hate: www.stophateuk.org
Educate against Hate: www.educateagainsthate.com/
Show Racism the Red Card: www.srtrc.org

LGBT
Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
Metro Charity: www.metrocentreonline.org
Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying
Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
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:
http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related