ANTI-BULLYING POLICY 2025-2027

‘Aim ever higher’
Together we learn and grow

Philippians 4:13 “I can do all this through him who gives me strength”

Statement of Intent

At Leigh Church of England Academy all children have a right to be educated in an environment in which they feel valued, secure and supported by each member of the community.

Persistent bullying can severely inhibit a child’s ability to learn effectively, and the negative effects of bullying can have an impact on a person for their entire life. Leigh Church of England Academy wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore, this policy promotes practices within our academy to reinforce our ethos and culture, and to remove or discourage practices that negate them. Our aim is to make Leigh Church of England Academy a family, where together we learn more; about ourselves, about other people and about God, and the world he has given us to live our life fully in, to do our best in and to care for each other.

The academy, governors and staff recognise that no academy is free of the risk of bullying and as an academy we must accept that bullying is a whole academy issue which requires a consistent approach from a wide range of people. Preventing and countering bullying requires an awareness of bullying type behaviour and a collective vigilance on the part of all members of the academy community.

What Is Bullying?

Bullying occurs when an individual or a group uses strength, power or aggression to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber.

Bullying:

- Doesn’t just happen once; it goes on over time and happens again and again.
- Is deliberate and the person bullying might be enjoying it.
- Is unfair – the person bullying is stronger/ more powerful (or there are more of them).

Bullying can take different forms. This behaviour will usually be deliberate and repeated over a period of time. The following are examples of different types of bullying behaviour:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email & internet chat room misuse mobile threats by text messaging & calls misuse of associated technology, i.e. camera & video facilities

Leigh Church of England Academy is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately due to increased engagement with technology amongst our cohort for a variety of reasons. Therefore, our academy has an ICT acceptable use policy, and all academy devices are monitored by the SENSO platform. Any breaches of the user policy by students will be flagged to Senior Leaders and a screenshot taken of the screen at the time of the breach.

Each member of the academy community has a role to play in helping to prevent bullying and in creating an atmosphere in which it is not allowed to develop.

Warning Signs of students being bullied:

• Changes in academic performance
• Children appearing anxious
• Decrease in Children's attendance - regularly feeling sick or unwell, asking to go home or not coming into school
• Clothes/bags torn or damaged.
• Money/possessions going missing.
• Unexplained cuts and bruises.
• Unexplained behaviour changes, e.g. moody, bad-tempered, tearful.
• Loss of appetite
• Spending a lot of time alone
• Being quiet and withdrawn
• Weight loss or gain

Some reasons why people might bully others:
• Desire to appear powerful
• Feelings of inadequacy
• Difficulties at home.
• Learnt behaviour (They too have been bullied)
• Unhappiness
• Pressure from peers

In keeping with our commitment to Trauma-Informed practice, it is important that we understand that the victim of bullying is likely to find this experience traumatic but equally that the behaviour may stem from insecure attachment and/or a desire for attachment on the part of the perpetrator.

Strategies for managing bullying

Bullying is unacceptable and a culture of openness is the best way to counter such behaviour. A consistent whole staff approach to dealing with bullying is essential. All staff should be committed to watching out and listening for incidents of bullying and dealing with any incident, however trivial or serious it may seem. All staff, must ensure that the safeguarding of students is at the forefront of their conduct when dealing with issues of bullying. It is important that students know that appropriate action will be taken and also that they feel comfortable in challenging behaviour that falls short of the standard that we expect**.**

At Leigh Church of England Academy action will be taken to prevent bullying in the following ways:

- by promoting and maintaining an ethos that encourages consideration and respect for others and which is firmly based on our
- Leigh Vision and Christian Values
- by educating children about the boundaries of appropriate behaviour towards others and addressing bullying and related issues through PSHE, Citizenship and assembly programmes
- by ensuring effective supervision of locations within the academy where bullying is most likely to occur
- by ensuring the children and their parents/carers are aware of the academy policy on the use of mobile phones and the internet within academy
- by utilising friendship groups and individual work to promote friendships and healthy relationships
- by liaising with other support agencies as appropriate, some of whom are on site i.e. WISH/Relate
- by encouraging a strong sense of belonging to the academy through participation in extra curricular activities and extended academy programmes
- by having clear procedures for responding to bullying, which are kept under regular review

In each instance, the priority should be that the bullied individual feels supported and that the individual/s responsible for the bullying are made aware that their behaviour is unacceptable and the bullying stops. Staff should be:-

- alert to signs of bullying and harassment.
- make it clear that such behaviour is not an acceptable part of academy life and reference the school rule that has been broken by acting in this way.
- make it clear that every child has a responsibility to report to staff such incidents.
- deal firmly with such behaviour and the recording of this is detailed and accurate.

Prevention Whole Academy Anti- Bullying Strategies may include:

- Discussion in assemblies raising awareness of the anti- bullying policy, feelings of the victim/ bully, the effects of bullying and who children can talk to.
- Weekly PSHE sessions teaching and exploring children's feelings and strategies for dealing with a range of situations.
- Anti-Bullying week and Internet safety day, organised each year with a range of events and additional sessions planned in academy
- Engaging in a range of role play situations
- Encouraging positive group work

- Encouraging openness in line with the academy aims.
- Emphasis on the three school rules: be respectful, be ready and be responsible.

Procedures for reporting and responding to bullying incidents

Direct action against bullying should occur within a context that reminds all pupils that bullying behaviour is unacceptable within the academy and will not be tolerated. All staff will respond promptly, calmly and consistently to all allegations and incidents of bullying at Leigh Academy, using our academy definition of bullying. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. All possible efforts will be made to enable the bully (bullies) to change their behaviour.

In line with the Academy Behaviour Policy, the following procedures will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to a member of staff
2. All staff will make sure the victim(s) is and feels safe, giving them appropriate support.
3. Academy staff will listen and speak to all children involved about the incident separately and use the academy definition of bullying to decide whether the incident is in fact bullying.
4. All staff will use the academy definition to explain to all pupils involved why the incident is/ is not bullying.
5. If an incident is not bullying but has caused significant upset to a child, a member of staff will speak to parents directly, to inform them that their child was involved in an upsetting incident, which has been resolved.
6. The incident will be recorded on CPOMS.
7. In all cases of bullying (or consistently unacceptable behaviour) the Senior Leadership Team will be alerted. The Learning Mentor and Inclusion Assistant will support the perpetrator over time, in order to help them to improve their behaviour and work undertaken will be logged on cpoms.
8. The victim of bullying will be reassured by academy staff and monitored to ensure that they feel safe.
9. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying and if possible, children will be reconciled.
10. Academy staff will contact parents and may invite them to come into academy to discuss progress with a member of the Senior Leadership Team.
11. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. A follow up meeting with the pupils will take place in order to find out whether the situation has been resolved.
12. The parents of pupils who are identified as being victims of bullying will be kept informed of actions taken to address the incident.

When supply staff are in academy, they will be made aware of any ongoing issues surrounding the children in their charge and any incidents will be reported to the Senior Leadership Team.

Sanctions for bullying will be at the discretion of Senior Leaders and may include:

- Parents being informed and invited into academy to discuss and resolve the bullying issue
- The perpetrator made to genuinely apologise to the victim(s) verbally or in writing
- Restorative conversations with both parties
- Loss of privileges
- Loss of Breaktimes and Lunchtimes
- Supervised by a designated adult when in the school
- Be subject to a behaviour monitoring card
- Being removed from class to work in isolation
- Being withdrawn from participation in academy visits, clubs and events that are not essential to the curriculum.
- Fixed term suspension
- Permanent exclusion
- If necessary and appropriate, police will be involved.

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children may find useful.

- Act Against Bullying - www.actagainstbullying.org
- Advisory Centre for Education (ACE) 0300 0115 142 or www.ace-ed.org.uk
- Anti-Bullying Alliance (ABA) www.anti-bullyingalliance.org.uk or aba@ncb.org.uk
- Anti-bullying Network www.antibullying.net or info@antibullying.net
- Beat Bullying www.beatbullying.org.uk
- Family Lives 0808 800 2222 or askus@familylives.org.uk
- Bullying Online 020 7378 1446 www.bullying.co.uk
- ChildLine 08001111 www.childline.org.uk