



The Macclesfield Academy Anti-Bullying Policy

Date Approved by Governors :	December 2019
Date Policy Due for Review:	December 2020
<i>Version 2020-1</i>	

Our core values include:

Putting students' interests first because their learning and wellbeing are our first priority. In order to put this core value into practice, the Academy is committed to becoming a Rights Respecting School. In our teaching of the United Nations Convention on the Rights of the Child we will emphasise that Article 19 of the Convention: (*Children have the right to be protected from violence, abuse and neglect*) specifically excludes bullying.

Aim

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. This policy aims to apply the principles of the Dfe document ***Safe to Learn: Embedding anti-bullying work in schools'*** to ensure that pupils in this school learn in a supportive, caring and safe environment without fear of being bullied.

Objectives

- To establish a clear, shared and easily understood definition of bullying
- To establish a school culture which, as far as possible, prevents bullying
- To ensure that any bullying incidents which do occur are reported and recorded
- To establish procedures for dealing with bullying incidents that do occur

Definition

- 1. Bullying is behaviour by an individual or group, usually but not always repeated over time, which intentionally hurts another individual or group either physically or emotionally.**
- 2. Bullying can be related to:**
 - race, religion or culture
 - special educational needs or disabilities
 - appearance or health conditions
 - sexual orientation, sexism or sexual bullying
 - young carers or looked-after children or otherwise related to home circumstances
- 3. Bullying includes:**
 - name-calling, taunting, mocking, making offensive comments,
 - kicking, hitting, pushing or taking belongings
 - inappropriate text messaging and emailing, sending offensive or degrading images via social media.
 - producing offensive graffiti, passing notes / cards / letters / messages intended to hurt or offend
 - gossiping, excluding people from groups, and spreading hurtful and untruthful rumours
 - asking questions intended to embarrass, hurt or humiliate

Preventing bullying

1. The Induction programme for students joining the academy in Year 7 will include clear message that students should not perpetrate or condone bullying in any form.
2. We will use the tutorial programme and assemblies to reinforce this anti-bullying message.
3. All members of staff are responsible for taking prompt action to prevent and/or de-escalate any behaviour which could develop into bullying.
4. The Academy will deliver anti-bullying education on issues including Peer Pressure, Risk Management, Cyber-bullying, Staying Safe, Racism, Sexism etc. WHERE?

Reporting and recording bullying incidents

5. Students will be actively encouraged to report all incidents of bullying affecting themselves or any other student either in person, or by email to a regularly monitored email address tellus@macclesfieldacademy.org
6. Prefects and mentors will have a particular responsibility for reporting any bullying incidents.
7. Newly designated anti-bullying
8. Parents will be actively encouraged to report bullying affecting their own child or any other student either in person, by phone or by email to an email address that goes directly to 12 members of the Pastoral and Senior Leadership Teams – tellus@macclesfieldacademy.org
9. All members of staff will be trained in identifying the signs of bullying and their responsibility either to take action themselves or raise their concerns immediately with the Year Coordinator.
10. Groups of pupils will be trained in identifying the signs of bullying, in conflict resolution and peer mediation. Year 11 pupils will be trained to act as Prefects to facilitate more effective supervision around school and at the beginning and end of the school day. Year 9 pupils will be trained as mentors.
11. Details of all incidents will be recorded in SIMS BM and categorised at the point of entry. Details of the incident, actions taken and the review date will be recorded.
12. The bullying log will be kept in the shared area and incidents will be RAG rated to ensure staff are aware of which issues are still live to enable more effective monitoring.
13. Bullying incidents will be categorised to allow closer monitoring and tracking of types of bullying, particularly homophobic, sexist and racist bullying.

Responding to incidents of bullying

1. Where cyber-bullying impacts on school life, the Academy will take action to ensure the victim retains the right to be protected from abuse (Article 19 UNCRC)
2. If anyone involved in the incident feels there has been a hate crime, the incident should be reported to The Assistant Head in charge of Behaviour and Safety who will record it separately. Examples of hate crimes are racist, sexist or homophobic bullying.
3. All members of staff are responsible for ensuring that the Academy responds sensitively and effectively to all reports of bullying.
4. A member of staff to whom a report of bullying is made should report it at the earliest opportunity to the relevant Year Leader in person or via the firstresponse@macclesfieldacademy.org email address.
5. The member of staff is responsible for recording the incident details in SIMS BM. Where the incident is particularly serious, the Year Leader will seek advice and support from a member of the Senior Leadership Team.
6. Parents and carers of victim and aggressor must be informed at the first opportunity.
7. All staff must be informed that there is an issue and seating plans must be adjusted accordingly
8. Students who have been bullied will be supported to ensure they feel safe in school by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
 - being reassured
 - being offered support
 - raising their self-esteem and confidence
 - being encouraged to report further issues
9. Under no circumstances will a student be excluded from school because they have been bullied even where this would be for their own protection. This does not prevent a student who has been bullied being excluded from school as a result of some other breach of the Student Discipline Policy.
 10. Students who have been involved in bullying will be dealt with under the Academy's Student Discipline Policy.
Depending on the severity of the incident, in order to encourage 'whistle-blowing', the Academy will attempt to adopt a no- sanction approach in the first instance so that pupils who report bullying can do so in the knowledge that the bully will not be punished as a result of the whistle-blowers actions.
 11. The aggressor in repeat bullying incidents will sign the anti-bullying agreement which warns the pupil that involvement in future bullying behaviour will be regarded as an act of defiance as well as bullying and will be dealt with accordingly.

Responsibilities

1. The assistant head responsible for Behaviour and Safety (Matt Nicholson) has overall responsibility for implementation of the Anti-Bullying Policy.
2. All staff are responsible for being familiar with the policy and their responsibilities for preventing, reporting and responding to bullying.
3. Year Leaders are responsible for coordinating the response to bullying.
4. The Headteacher is responsible for all decisions relating to exclusions following from incidents of bullying.

Monitoring, Evaluation and Review

1. The assistant head responsible for Behaviour and Safety (Matt Nicholson) has overall responsibility for monitoring all aspects of the Anti-Bullying Policy.
2. The Senior Leadership Team will conduct an evaluation of the policy during or before 30/06/19
3. This evaluation will have regard to:
 - Analysis of the records of bullying incidents
 - Consideration of feedback from parents, students and staff
 - Analysis of data on the use of sanctions for bullying
 - The pupil survey
4. On the basis of this evaluation, the SLT will propose any amendments of this policy to the Governing Body who will, in any event, review the policy before the end of the summer term