



Salford City Academy
The best in everyone™
Part of United Learning

Anti-Bullying Policy

September 2019

Aim

The aim of our anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied and that staff are free from fear of bullying by students.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at Salford City Academy.

Throughout this policy the term 'parent' is used to mean a students' parent, carer or guardian.

Aims and purposes of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school 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 values of respect and equality 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 to prepare them for life in 21st Century Britain. These values reflect those that 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.

Scope of this policy and links to other policies.

This policy includes:

- bullying of students by students within SCA
- bullying of and/or by students outside of SCA, where the school is aware of it
- bullying of staff by students within or outside SCA

Allegations about bullying of students by staff will be dealt with under the Salford City Academy's Safeguarding Policy.

This policy has links to the following SCA policies and procedures:

- equality and diversity policy
- behaviour policy
- acceptable use policy (internet safety)
- safeguarding (child protection) policy
- complaints procedure

1 . 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 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)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people

No form of bullying will be tolerated and all incidents will be taken seriously.

2. Identifying and Reporting Concerns about Bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Students who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. SCA teaching and support staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Students who are bullying others also need support to help them understand and change their behaviour. Students who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All students will be encouraged to report bullying by:

- talking to a member of staff of their choice
- contacting local and national support agencies for advice/support
- talking to an anti-bullying committee member
- Sending an email with your bullying concern to SCA.Antibullying@salfordcity-academy.org
- Telephone School 0161 789 5359
- Call ChildLine to speak with someone in confidence on 0800 1111

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 pastoral team. The following staff members is SCAs anti-bullying lead - Mr Leader and Mrs Nolan anti-bullying coordinator.

SENIOR STAFF: The Senior Leadership Team and the Principal 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. In addition to the designated anti-bullying leads, Mr Leader is the Senior Leader responsible for anti-bullying.

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 should 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 school office or a Year Leader or Mrs Nolan anti-bullying coordinator.

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 students witness bullying they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

3. Responding to bullying

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

- Staff will record the bullying on an incident reporting form and also record the incident centrally on SIMS
- Designated school staff will monitor incident reporting forms and information recorded on SIMS analysing and evaluating the results
- Designated school staff will produce termly reports summarising the information, which the Principal will report to the governing body
- Support will be offered to those who are the target of bullying from the Year Leader in school
- Staff will pro-actively respond to the bully, who may require support from the Year Leader
- Staff will assess whether parents and carers need to be involved
- 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

4. 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 cyber bullying in particular means that it can impact on students' well-being beyond the school day. Staff, parents and carers, and students must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

5. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on SIMS and follow up actions and sanctions, if appropriate, will be taken for students and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

6. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the Principal regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

7. School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- A student-friendly anti-bullying policy ensures all students understand and uphold the anti-bullying policy
 - The PSHE programme of study includes opportunities for students to understand about different types of bullying and what they can do to respond and prevent 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 students' awareness of bullying and derogatory language
 - Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week, Black History Month and LGBT History Month.
 - The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
 - Stereotypes are challenged by staff and students across the school
- Peer mentoring and student-led programmes offer support to all
- Restorative justice programmes provide support to targets of bullying and those who show bullying behaviour

- Students are continually involved in developing school-wide anti-bullying initiatives through consultation with anti-bullying committee, student council and through the anti-bullying survey
- Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate

8. Training

The Principal is responsible for ensuring that all school staff, both teaching and non-teaching (including midday supervisors, caretakers and librarians) receive regular training on all aspects of the anti-bullying policy.

9. Monitoring and reviewing

The Principal is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with students.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, students, parents and carers and governors.

Date of last review: Principal signed:

Chair of Governors signed: