



SKEGNESS ACADEMY

Anti-Bullying Policy

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1. Statement of Intent

At Skegness Academy we are proud of our inclusive school community where all members are valued and treated with respect. This policy ensures that students have the opportunity to learn in a supportive, caring and safe environment and that all students can attend Skegness Academy without fear of being bullied. Skegness Academy adopts a zero-tolerance approach to all types of child on child abuse and recognises the significant detrimental impact that being exposed to bullying can take on an individual. All victims will be reassured that they are being taken seriously, that they will be supported and kept safe.

2. Policy Objectives

The aims of this policy are:

- To ensure that students learn in a supportive, caring and safe environment without fear of being bullied.
- To enhance the Skegness Academy Behaviour Policy which confirms the school expectations.
- To work towards the eradication of bullying at Skegness Academy.
- To enable staff, parents and students to understand what constitutes bullying and their specific responsibilities.
- To inform all members of the school community that bullying behaviour will not be tolerated.
- To promote respect and develop responsible citizens.

3. Definition of bullying

Bullying is defined as the repetitive, intentional hurting, either physically or emotionally, of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a long period of time

4. Forms of bullying

Bullying can take many forms and can happen face-to-face or online. There are different types of bullying, including:

- **Physical** – Includes hitting, kicking, tripping, pushing or purposefully damaging other people's property.
- **Verbal** – Includes name-calling, threatening, teasing, saying nasty or rude things to someone.
- **Psychological** – Includes spreading lies about someone, playing nasty jokes or excluding people.
- **Online** – Includes hurtful comments / messages / posts, excluding on purpose, spreading nasty gossip and imitating others online.

Any form of bullying is unacceptable and will not be tolerated at Skegness Academy. It is recognised that bullying, if left unaddressed, can have a devastating impact on individuals; it can create a barrier to learning and have detrimental consequences for mental wellbeing. All students are provided with a variety of opportunities to be educated on anti-bullying through assemblies, tutor time projects and sections of the curriculum.

5. Preventing bullying

Skegness Academy adopts a whole school approach to preventing bullying and this is completed through a range of proactive measures. Whilst not an exhaustive list, these measures include: bullying being included in the curriculum, assembly time used to reinforce British Values and the ethos of the Academy, anti-bullying week dedicated to raising awareness and reminding the community of their responsibilities, a zero tolerance on mobile phone/electronic device use on the school site to encourage positive social interactions, duty staff have been trained to be vigilant for any bullying type behaviours and duty points have been carefully considered to ensure that there are no unsupervised areas of the site, seating plans in lessons are formulated using any relevant information about relationships between specific students and working with the wider community e.g. police where bullying is persistent to send a strong message that bullying is unacceptable at Skegness Academy.

As part of the Skegness Academy Behaviour Policy disciplinary measures are applied to students who bully or harass other children in order to clearly show that their behaviour is unacceptable. Disciplinary measures (sanctions) will be applied fairly, consistently and reasonably taking into account the needs of vulnerable students. Identified perpetrators will themselves be provided with education and support in an attempt to eradicate repeat offences.

6. Reporting bullying

Bullying in any form is unacceptable and will not be tolerated at Skegness Academy. All reports will be taken seriously and dealt with promptly. To be able to effectively tackle and prevent bullying, it is imperative that students report incidents of bullying straight away. Students should report incidents of bullying by informing any adult within the Academy and parents/carers can report bullying of their child by contacting their child's tutor by email, telephone or meeting, or contacting their child's year team by email, telephone or meeting.

7. Skegness Academy's response to bullying

The following steps may be taken when responding to incidents of bullying reported to the Academy:

- The allegation of bullying is logged by the informed member of staff on the relevant safeguarding platform and system (CPOMS)
- The identified students involved are interviewed and statements containing all information are gathered
- Parents/carers of all identified students are informed
- The student who has been bullied will be offered support
- Individual teachers, where appropriate, are informed
- Staff follow the Skegness Academy sanctions ladder and sanction accordingly (these sanctions range from detentions to suspensions and permanent exclusion)
- The pastoral team monitor the situation for repeat behaviours
- The pastoral team provide intervention to support students
- A restorative meeting will be suggested and take place as soon as possible. This is the process where both parties receive an opportunity to achieve closure through mediation by trained staff
- If behaviour is repeated, the sanction escalates after each incident and in line with the sanctions policy
- Parents/carers are kept informed about the concern and action taken
- A clear and precise account of bullying incidents will be recorded by the pastoral team in accordance with existing procedures

8. Record keeping

Skegness Academy will record and keep all records of reporting of bullying on a central system (CPOMS). Analysis regarding all forms of child on child abuse, including bullying is therefore possible to ensure that patterns of negative behaviour can be identified and intervention can be applied to prevent further abuse. Records will delineate between different types of bullying (for example. Homophobic, transphobic, racist etc).

9. Anti-Bullying advice to parents/carers

Staff at Skegness Academy will involve parents to ensure that they are clear that the school does not tolerate bullying, including online bullying and sexual harassment, and that they are aware of the procedures to follow if they believe that their child is being bullied. Creating a good home-school relationship can help create an atmosphere of trust that encourages parents to raise concerns in an appropriate manner. It is not appropriate for parents/carers or colleagues to denigrate and bully Academy staff via social media in the same way that it is unacceptable to do so face-to-face.

A great deal of bullying takes place online via social media. Please regularly monitor your child's use of texting and social media as access to these is out of the Academy's control when your child is not in school. Skegness Academy encourages parents/carers to talk to your child on a regular basis so that any problem is easier to share and reassure your child that we are all different, including having different interests however are equally important.

Always remember that children are unable to solve bullying with violence and/or on their own. Students need to report the incident and allow staff and parents/carers to work together to resolve the situation.

10. Appendix

This policy takes due regard of the following documents:

- Equality Act 2010
- Preventing and Tackling Bullying, DfE 2017
- Keeping Children Safe in Education, DfE 2022
- Education Act 2002