



Advice on Bullying for students

If any student in the academy feels they are a victim of bullying, please do not keep your upset to yourself. Talk to someone. If you're a student talk to your Form Tutor, Year Leader, the SLT link for your year group, a member of the Senior Leadership Team, the Principal – ANY adult in the Academy you feel you can talk to. If for whatever reason you do not feel that you can talk to a staff member you can [fill out this online form](#). If we don't know about the problem, then we can't work to make it better. Sometimes students don't report bullying because they feel that by mentioning it things will get worse. Sometimes things don't improve completely straight away but we will stop bullying so please don't keep your pain to yourself.

We want all staff and students to feel safe and welcome coming to the Academy; actively promoting diversity and individual identity. Our goal is to create a community of belonging and whilst we aim to do this through knowledge and experiences we also challenge inequalities of prejudicial or hateful language.

In order to break down prejudices' students may have; it is important that students and staff can have an open dialogue about intolerances or miseducation. We follow the same system as above for anyone using indirect/ direct/ sustained prejudicial language but sanctions/ interventions may vary to be more tailored to the situation.

What should staff and students look for when they are concerned about bullying? There is not a complete list of signs that a person might be a victim of bullying, but the following could be indicators that someone is suffering:

- Suddenly becoming quiet or withdrawn
- A change in character – becoming angry or tearful in a situation where previously they would have been okay or starts attention-seeking in bizarre ways
- Starts to isolate themselves, keeping away from other people and not mixing with friends or bigger social groups
- Changes routines to avoid certain situations, for example taking an unnecessarily long route to school or hanging around at the end of the day until all the other students have left
- Begins to change their appearance in unpredictable ways or begins to self-harm. Self-harming is when people deliberately hurt themselves because they feel very low about their self-esteem



These behaviours may not be linked to bullying but they can be important signs that someone is suffering. If we see a friend or anyone displaying these behaviours, we can approach them ourselves and ask if they are okay. If you don't feel comfortable doing this, then you can approach an adult or a colleague and report your concerns.

Bullying ruins lives so it is better to report it and perhaps misread some of the signs than leave it because you fear being wrong. People who are suffering bullying can feel incredibly isolated so someone showing concern for them might make them feel a lot better. Don't let anyone suffer in silence.

Who do I talk to? Anyone! What's vital is you tell SOMEONE who is able to make the situation better. Don't suffer in silence. Who could this be?

- Another student, one you trust and know will be supportive
- Your parents
- A member of your family or a family friend
- Your Form Tutor
- Your Year Leader
- Your SLT link for your year groups
- Any of your teachers
- A Teaching Assistant
- A member of the Senior Leadership Team (SLT)
- The Principal

At our Academy, the member of staff who the bullying was disclosed to should always pass this information on to the Year Leader/ SLT Link of that year group. They will log the incident and this will be recorded on CPOMS as peer on peer abuse under the category of bullying. Victims of bullying should understand that it will be taken seriously, will be investigated and appropriate action will be taken. The bullying behaviour, or threats of bullying, must be investigated and the bullying stopped quickly. The Year Leader will investigate the allegation and depending on the severity of the case, there will be an appropriate sanction in line with the Academy Behaviour for Learning policy.



Different types of bullying

Bullying is deliberate and persistent and it can be done in different ways, or a combination of different ways. Here are some of the different types of bullying:

- Physical

This is when someone is physically hurt or intimidated by the bully. Often bullies are cowards and will threaten physical violence to scare someone but never actually use force. It doesn't matter – being scared is horrible and affects a person's whole life. Actually hurting another person deliberately is an offence and is a horrible way to treat another person. Physical bullying is never right and can put the victim in danger. As with all bullying, it must be reported immediately.

- Emotional

This is often the worst kind of bullying. Nothing is done physically, nothing is said verbally but a person is left out persistently and deliberately. Perhaps they are pushed out of a friendship group, maybe they aren't invited to a social event. At its worst emotional bullying can destroy someone's self-esteem as they begin to believe they are worthless and dislikeable. Emotional bullying can be easily covered up as behaviours change when adults appear. Being an emotional bully makes someone feel more powerful than they really are and it needs addressing quickly.

- Verbal

This is name-calling and making nasty comments. Sometimes this can be direct to the victim's face, sometimes the comments are made to make the victim feel silly or ugly or isolated. There is an old phrase that says, 'sticks and stones may break my bones but names will never harm me'. The Academy doesn't agree with this. Persistent and deliberate name-calling is cruel, vicious and the hateful words spoken can stay with someone for a long, long time after the name calling stops.

- Relational aggression

Relational aggression is non-physical aggression towards another with the purpose of bringing down their reputation or social status or heightening one's own social status. Common behaviours of relational aggression include: Cyberbullying or shaming others online / Establishing rules for anyone who wants to be part of the social group / Excluding and ostracizing others / Forming cliques/ Intimidating others/ Spreading rumours or engaging in gossip / Talking badly about others/ Using peer pressure to get others to participate in bullying



- Discriminatory

We are all different. Some people are tall, some people are small. Some people are gay, others are straight, some people are Christians and others are Muslims. It would be a very dull world if we were all the same. Prejudice is when a person or a group of people are cruel to another person because of how they look, or because of their ethnicity or their sexuality. Racism - prejudice because of ethnicity; homophobia - prejudice because of sexuality, are both monitored by the Academy and dealt with seriously. Some bullies can be cruel to people with learning difficulties or different accents. As we grow up we like to fit in and any difference can sometimes be exploited by people who intend to hurt others. At MBA we believe in equal opportunities for all, this means prejudice and discrimination has no place in our Academy. In line with the law, we challenge any discriminatory language used against staff/students targeting age, disability, gender identity, religion or belief and sex or sexual orientation (including perceived).

Cyber-bullying

We believe cyber bullying is the use of a mobile phone or the internet to deliberately upset another person by spreading lies and rumours online; by sending or forwarding mean messages via instant messages, text or on social networks; by posting photographs without consent and by tricking others to reveal personal information.

Facebook, Snapchat, iMessage, Instagram, Twitter – we now have a host of new ways to communicate and so, sadly, these exciting digital tools can be used for bullying. Electronic bullying can be emotional and often has the same impact. Messages can send in seconds but can leave damage that takes longer to heal. If you think you are a victim of electronic bullying, keep a record of any abuse you have received.

Notify the company, such as Facebook and report the matter to the Academy. Digital bullying will be treated just as seriously as the other forms of bullying mentioned above.

We understand cyber bullying is highly intrusive and the hurt it causes can be very severe. As it leaves no physical scars cyber bullying is not easy to detect by a parent or a teacher. We acknowledge cyber bullying can take place anywhere and can target students and school personnel. There are many types of cyber bullying such as text messages, picture/video clips, mobile phone calls, emails, chat room bullying, instant messaging and the use of websites to convey threats, intimidation, harassment etc.



Role of Students

Students will:

- comply with all the afore mentioned aspects of this Behaviour for Learning and Anti-Bullying policy;
- sign an Acceptable Use of ICT contract;
- report all incidents of unkindness/ prejudice/ bullying to a member of staff;
- not misuse mobile phones and other digital devices in a way that will upset, offend or threaten another individual. The Academy will remove a student's right to bring a mobile phone to school if such a device is misused
- be advised to help a friend who is being bullied by: listening to them; supporting them; writing supportive comments; Encourage them to tell an adult/tell an adult for them be advised:
- not to take everything to heart;
- not to give out their own or anybody else's personal information;
- to be careful what they write and post online;
- how to block or report people;
- not to 'like' or share an unkind comment or image;
- to talk to an adult they trust if something upsets them;
- to keep a diary of what bullies do including dates and descriptions;
- not to react but to show bullies that they don't care and often they will lose interest;
- to save evidence of online bullying;
- to contact the police if they are being harassed online;
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;
- treat others, their work and equipment with respect;
- support the academy Behaviour for Learning policy, necessary to ensure the smooth running of the academy;
- liaise with the school council;
- take part in questionnaires and surveys.

If a student is involved in carrying out the bullying, they will be advised to:



- Think about what you're doing. The first step is realising that you've been involved in bullying. We all make mistakes and it doesn't make you a bad person.
- Ask for some advice. Tell someone you trust, like a parent, carer or teacher. They may be able to offer you some advice about what to do.
- Delete the bullying if it is online. Go back and delete any upsetting or nasty posts, tweets or comments you've written.
- Be the one to make a stand. Talk to others involved and encourage them to stop the bullying. It only takes one person to start making a big change.
- Say sorry. Apologise to the person who was bullied and offer them support. This can mean a lot to the other person.
- Learn from this. Sometimes we do things without really thinking them through, but the important thing is to learn from it and change the way you act in the future.
- Engage in support/interventions that the pastoral team put in place

(Reference: <https://www.childline.org.uk>)