



Anti-Bullying Policy

2024-25

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SLT Reviewer: Ms J Pardoe



Compliance

This anti-bullying policy has been prepared with due regard to the following statutory provisions and guidance: -

[Education (Independent School Standards) (England) Regulations 2014]

Education and Inspections Act 2006

Equality Act 2010

The Department for Education's advice, "Behaviour and Discipline in Schools" January 2016

The Department for Education's advice "Preventing and Tackling Bullying" July 2017

The Department for Education's guidance "Cyberbullying: advice for headteachers and school staff" 2014

About this policy

The Morecambe Bay Academy's behaviour policy outlines how discipline and order will be maintained at the school. This policy is supplemental to the behaviour policy and should be read in conjunction with it.

The school is committed to ensuring all pupils have a safe environment in which they can learn and is also free from bullying.

The school defines bullying as follows: -

Any form of physical and/or verbal abuse which can take the form of derogatory name calling, verbal intimidation, social isolation, extortion, physical violence, and any discriminatory harassment.

'Deliberate, persistent behaviour that causes another person/s upset'.

- Deliberate means that the person involved chose to make the decision to upset someone
- Persistent means that it happens on more than one occasion
- Bullying can be physical, verbal, written, emotional, discriminatory, relational aggression and/or electronic.

Bullying includes victimisation and harassment because of the protected characteristics of the 2010 Equality Act which includes racism, sexism, homophobia, biphobia, and transphobia.

There may sometimes be misunderstanding about the meaning of the term 'bullying.' One-off incidents, whilst they may be serious and must always be dealt with, do not fall within the definition of 'bullying.'

Types of bullying

There are several types of bullying, but most have three things in common:

1. It is a deliberately hurtful behaviour
2. It is repeated over time
3. There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

The nature of bullying can be:

- Physical (e.g., hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g., name calling, ridicule, comments)
- Cyber (e.g., messaging, social media, email)
- Emotional/indirect/segregation (e.g., excluding someone, spreading rumors)
- Visual/written (e.g., graffiti, gestures, wearing racist insignia)
- Damage to individual property
- Threat with a weapon
- Theft or extortion.

Persistent bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to being a member of an identified vulnerable group.

The school recognises that bullying can take place in person or online (“cyberbullying”).

The school wants to make it clear to all pupils and parents that bullying, in any form, is completely unacceptable and will not be tolerated.

Those pupils found to be involved in bullying another pupil will be dealt with under the sanctions outlined in the behaviour policy.

How to identify if a pupil may be being bullied

School employees, pupils and parents should be alert to changes in a pupil’s behaviour. Some pupils may show signs of the following if they are being bullied: -

becoming shy;

nervousness;

feigning illness;

staying close to adults;

seeking to be absent from the school;

How a pupil should report bullying

If a pupil feels that they are being bullied, they should speak with an employee of the school. All employees of the school will be trained in how to deal with allegations of bullying.

It would be preferable for the pupil to report an incident (or series) of bullying to one of the following: -

his/her Form Tutor;

his/her Head of Year; or,

A DSL (Designated Safeguarding Lead)

Students may also use the QR code to report a concern <https://morecambabayacademy.co.uk/contact/>

Tell someone at home who will contact school

Tell a friend who will pass the information to a member of staff or to their parents/carers

Once an allegation has been made the details will be noted down and reported to the pupil's Head of Year.

The allegations will be fully investigated by the Head of Year (or another member of the pastoral care team).

If the outcome of the investigation is to substantiate the allegation of bullying the school will act swiftly to resolve the problem.

The pupil(s) who has been found to be bullying another pupil will be asked to accept the injustice of his/her actions. If it is accepted, the bully will be given a verbal explanation by the investigator as to why the actions of the bully are unacceptable and that the situation will be monitored.

If bullying becomes persistent the school will involve the parents of the bully and victim. The school may put in place one of the following sanctions until the situation has been resolved: -

isolating the bully from the victim during break/lunchtime;

moving the bully/victim from the same lessons; and,

in more serious cases the following may be necessary:

involving appropriate external agencies;

recording incidence on the Pupil File;

or suspension from the school.

The school will have access to support counsellors who are available to assist the bullied pupil and the bully so that any issues arising from the incidence of bullying can be identified and dealt with.

CRIMINALITY

The school recognises that while bullying itself is not a criminal act some types of threatening or harassing behaviour/communications could be a criminal offence.

If a member of staff feels that an offence has been committed, they should seek assistance from the police.

Eliminating Bullying

- We challenge the root of all bullying problems, unkindness, by addressing any unfriendly or harsh comments, including those that are made indirectly. Our school vision is that everyone should feel that they belong in our community and that they are respected members of it
- We are transparent and clear to all stakeholders how they can report bullying and how it will be dealt with
- The PSHE programme of study includes opportunities for students to understand about the different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for students to learn to value themselves, value others and appreciate and respect difference
- Assemblies explore the importance of inclusivity, dignity, and respect as well as other themes that play a part in challenging bullying
- Through a variety of planned activities and time across the curriculum students are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions
- Form time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions
- Stereotypes are challenged by staff and students across the school
- Students are involved in developing school-wide anti-bullying initiatives through consultation
- We work with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Monitoring Bullying

- Staff record any incidents on our reporting system CPOMS
- Staff will proactively respond to the bully from the most appropriate person this could be a member of the pastoral team, House tutor, subject teacher, student support officer, school nurse or external agency support. Restorative justice is a system that can be used to resolve bullying issues
- Daily checks undertaken of the anti-bullying box and dedicated anti-bullying email and mobile phone
- The Head will monitor daily the reported incidents, and this information will then be analysed and appropriate actions monitored through weekly meetings with the Acting Headteacher (SLT DSL)
- The Head will produce half-term reports summarising the information which will be reported to SLT, the Governing Body and the Bay Learning Trust.

Training

The Acting Headteacher and/or the Acting Headteacher are responsible for ensuring that all school staff receive regular training on all aspects of the anti-bullying policy.

Monitoring the policy

The Acting Headteacher and Acting Headteacher are responsible for monitoring the policy regularly. They are responsible for monitoring and analysing the recorded data on bullying. Any trends are noted and reported to the Governing Body and the Bay Learning Trust.

Evaluating and reviewing

The Acting Headteacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via the termly report. The governors are responsible for evaluating the policy's effectiveness via the termly report. If further improvements are required, the school policies and anti-bullying strategies should be reviewed. The policy is reviewed every 12 months, in consultation.