



Barnsley Academy
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Barnsley Academy

Anti-Bullying Policy

2024-2025



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1. The purpose of this policy statement is:

- to do our utmost to prevent bullying from happening at Barnsley Academy
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working for or on behalf of Barnsley Academy, volunteers, sessional workers, agency staff and students.

Separate policies for Behaviour and Safeguarding are in place and should be referred to alongside this policy.

2. Introduction

The purpose of our Anti-Bullying Policy is to ensure that all members of our community have knowledge of the system and follow it to bring about consistency of practice throughout the academy.

Every person within our community is valued equally and should be treated as such, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed.

Barnsley Academy will take all allegations of bullying seriously as we are committed to providing a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure atmosphere, free from oppression and abuse.

All adults at Barnsley Academy will listen to students' concerns over bullying and will take appropriate actions to ensure that they are addressed in a timely and robust manner. Students and parents should be assured that they will be supported when bullying is reported.

We strive to ensure that incidences of bullying are dealt with robustly and that victims receive appropriate support. Our policy is built around our core values of **Ambition, Determination and Respect** and is aimed at supporting our students to exhibit the values we look to develop in them, and to reflect when they have breached these values. In applying this policy, the academy takes into account its duties under the Equality Act 2010 regarding relevant characteristics protected by that act, notably disability. It also takes into account the needs of pupils with special educational needs in line with the SEND Code of Practice 2015. The academy will also have regard to its safeguarding policy where appropriate.

3. Policy Implementation

All staff are to implement the academy policy consistently and fairly throughout the academy by setting the standards required to promote positive behaviour. All staff will be provided with a copy of this policy and the Senior Leadership Team of the academy will ensure all staff adhere to

the behaviour policy and implement effective systems for keeping records of instances of bullying that breach our expectations.

In order to create an atmosphere of mutual respect and tolerance in which all members of our academy community can flourish and achieve their potential, all students are responsible for certain expectations in classrooms and in corridors. This includes the time spent journeying to and from Barnsley Academy.

4. What is bullying?

“Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying” (Torfaen definition 2008)

Bullying is defined as "behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally" (DfE definition - Preventing and Tackling Bullying: Advice for Headteachers, Staff and Governing Bodies).

Bullying is when someone says or does something intentionally hurtful and they keep doing it, over a period of time, even when they are asked to stop and/or become aware that it is upsetting an individual.

Bullying can take many forms which include, but are not limited to, the following:

- Indirectly being unfriendly, spreading rumors, excluding, tormenting (e.g. hiding bags or books);
- Physical pushing, kicking, hitting, punching, slapping or any form of violence;
- Verbal name-calling, teasing, threats, sarcasm;
- Online Bullying - All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging; Mobile threats by text messaging & calls; Misuse of associated technology, i.e. camera and video facilities;
- Bullying related to race, religion or culture;
- Homophobic, sexist, sexual or trans-phobic bullying;
- Bullying based on disability, ability, gender, appearance or circumstance.

5. Child on Child Abuse

‘Children can abuse other children. This is generally referred to as child-on-child abuse and can take many forms.

This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence and rituals.’

(Keeping Children Safe In Education, 2022)

Child on Child abuse is also referenced within our Safeguarding Policy.

6. Bullying & The Law

Some behaviours associated with bullying are illegal and where required will be reported to the police. These include; violence or assault, theft, repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages and hate crimes.

All types of bullying are deemed as unacceptable at Barnsley Academy, and will not be tolerated. Bullying is an anti-social behaviour.

Hate speech (Racist/Homophobic/biphobic or transphobic language) will be taken very seriously as it goes against our core value of Respect. Racist remarks will be reported to the police. Any hate speech carries a sanction, and this will be determined by the seriousness of the action.

7. A “Telling School”: Reporting Bullying

We are a TELLING school - this means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately. When bullying behaviour is brought to our attention, prompt and effective action can be taken.

To report bullying, staff at the academy who can initially support are:

- Your child’s form tutor
- Your child’s Head of Year
www.barnsley-academy.org/communication/pastoral-team
- The Student Welfare Officer – Mrs Rooney
- A member of the Academy Safeguarding Team
www.barnsley-academy.org/about-us/safeguarding
- Any teacher or member of staff who you feel comfortable speaking to

The important thing is that instances of bullying are reported as soon as possible so that they can be addressed.

8. Process for Dealing with Bullying Issues:

All instances of bullying will be dealt with using the Academy’s Behaviour and Safeguarding policies, as appropriate. The following process will be followed by Academy staff:

1. Statements to be obtained from:
 - a. Victim
 - b. Perpetrator
 - c. Student/Staff Witnesses (where appropriate)
2. If available, CCTV footage requested via ICT (where appropriate)
3. Statements (and CCTV confirmation) submitted to the relevant staff so the incident can be logged on the Anti Bullying Log and/ or Child on Child Abuse log within CPOMS.
4. Incident and statements to be logged on our Child Protection Online Monitoring System (CPOMS)
5. Sanction agreed - following investigation by the Student Welfare Officer (in consultation with HoY/SLT where appropriate)

6. Telephone contact made with parents of both victim and perpetrator – this must be recorded as an action to the incident recorded on (CPOMS)
7. Statements/referrals and all other relevant information must be collated and scanned on to CPOMS once the issue has been closed.
8. Safeguarding/Pastoral team will make a referral to outside agencies (e.g. police), where appropriate), as per the Behaviour and Safeguarding policies.
9. A follow up 'safe and well check' will be completed after the incident has been closed.

9. Victims

Pupils who have been victims of bullying will be supported by:

- Offering an opportunity to discuss the experience with member of the Pastoral Team or another member of staff if they feel more comfortable doing so.
- Being reassured that it is not their fault that they have been bullied and that no-one has the right to make them feel hurt.
- Facilitating a process of restorative justice and / or mediation via pastoral staff and/or the locality Police Officer/PCSO where appropriate.
- Where appropriate, mediation may be extended to other individuals linked to the bullying including the parents and families of the victim / perpetrator.
- Signposting to outside agencies or multi-agency involvement if it is required to support the victim in any way.
- Ensuring that they can rebuild their confidence by using trusted students as their supporters and advocates.

10. Perpetrators

Pupils who have bullied will be supported by the following interventions:

- Use of Behaviour Contracts and Home/School Agreements to ensure that expectations for future behaviours and further sanctions are clear.
- Use of parenting contracts where parental support is required.
- Exploring what happened and establishing the wrongdoing and the need to change and reflecting on the impact / distress caused to the victim.
- If appropriate, the Academy will facilitate a process of restorative justice and / or mediation via the locality Police Officer/PCSO's.
- Where appropriate, mediation can be extended to other individuals linked to the bullying including the parents and families of the victim / perpetrator.
- Multi-agency assessment and involvement if it is required to support the perpetrator in any way, as we recognise that often there are triggers which can lead to bullying behaviour being exhibited.
- Perpetrators often require interventions alongside sanctions. These can relate to feelings of low self-worth, abuse, being bullied themselves and / or social pressures.

The Academy Behaviour policy recognises bullying as a significant incident and, in cases where the pupil's conduct is serious, the matter may be escalated to the Principal for an immediate suspension to be considered under the Exclusions Policy. The matter may also warrant the formation of a Behaviour Panel.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

11. Responsibilities, Monitoring & Review

It is the responsibility of:

- The Local Governing Body to take a lead role in monitoring and reviewing this policy.
- The Principal, Senior Leaders, Teaching and Support staff to be aware of this policy and implement it accordingly.
- The Principal and Support for Learning Team to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Academy Staff to support and uphold the policy
- Parents/carers to support their children and to work in partnership with the school
- Pupils to abide by the policy

The named Governor with lead responsibility for this policy is: Safeguarding Link Governor – Karen Jones.

The named member of staff with lead responsibility for this policy is: Mr Julian Mellor (Senior Vice Principal)

This policy was approved by the Governing Body – December 2024.

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied and the Senior Leader for Safeguarding will communicate with the named Governor on at least a half termly basis with regard to bullying issues. Any issues identified will be shared at the LGB meeting and incorporated into the Academy's action planning process.

12. A Rights Respecting School

As a Rights Respecting school, we are guided by the UN Convention on the Rights of the child and seek to ensure that Barnsley Academy is free from intolerance, intimidation, and unkindness of any sort. We support our students to acknowledge that knowing the difference between right and wrong is not always straightforward and that an individual's values, beliefs, and moral codes can change over time. We, therefore, seek to teach all staff and students to understand that it is both a personal and collective responsibility to guarantee mutual, respectful relationships with others. Our warm-strict behaviour policy is designed to ensure the following principles are followed:

- The UN Convention on the Rights of the Child applies to all Barnsley Academy students, without discrimination (Article 2).
- The best interests of the child are a top priority in all decisions and actions (Article 3).
- Children have the right to share their views about matters concerning them (Article 12).
- Children have the right to access information and share their views on it, as long as the information is not damaging to them or others (Article 13).

- Children have the right to learn reliable information through the media and to be protected from materials that may harm them (Article 17).
- Children have the right to be protected from being hurt or mistreated, either physically or mentally (Article 19).
- Children with any kind of disability have the right to receive appropriate care and support (Article 23).
- Children have the right to a standard of living that is good enough to meet their physical and mental needs (Article 27).
- A child's education should develop their personality, talents and abilities to the fullest, whilst teaching respect for human rights, for others and for the environment (Article 29).
- Minority or indigenous children have the right to learn about and practise their own culture, language and religion (Article 30).
- Children have the right to take part in a wide range of cultural, artistic and other recreational activities (Article 31).
- Both adults and children will have a clear knowledge of these rights (Article 42).

13. Supporting Organisations, Related Policies and Guidance

General

- Keeping Children Safe in Education (2023)
- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990
- Barnsley Academy Behaviour Policy
- Barnsley Academy Safeguarding Policy
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- ChildLine: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying" / "Supporting children and young people who are bullied: advice for schools" March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: "No health without mental health": <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- NSPCC: www.nspcc.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srrc.org/educational