

**Stockport  
Academy**



**A Guide to Anti-Bullying –  
Information for Parents/Students**



***'Sticks and stones will break my bones but  
words will break my heart'***

## INTRODUCTION

Bullying affects everyone, not just the bullies and the victims. It also affects those other students who watch, and less aggressive students can be drawn in by group pressure. No one person or group, should have to accept this type of behaviour.

At the academy we fully believe in a culture of 'believe, aspire, achieve and respect'. Only when all issues of bullying are addressed, will a student best be able to benefit from the opportunities available at the Academy and we can really bring out the 'best in everyone'.

## WHAT IS BULLYING?

Bullying can occur through several types of anti-social behaviour. It can be:-

### a) PHYSICAL

A student can be physically punched, kicked, hit, spat at, etc.

### b) VERBAL

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

### c) EXCLUSION

A student can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

### d) DAMAGE TO PROPERTY OR THEFT

Students may have their property damaged or stolen. Physical threats may be used by the bully in order that the student hand over property to them.



## WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

**Remember that your silence is the bully's greatest weapon!**

- Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout "No!" Walk confidently away. Go straight to a teacher or another member of staff.
- Fighting back may make things worse. If you feel like fighting back, talk to a teacher or parent/carer first.
- It is always best to tell an adult straight away. You will get immediate support.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

## IF YOU KNOW SOMEONE IS BEING BULLIED:-

- TAKE ACTION!** Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult **IMMEDIATELY**. Teachers have ways of dealing with the bully without getting you into trouble.
- DO NOT** be, or pretend to be, friends with a bully.

## TELL TELL TELL

At the Academy we have a culture of respect and responsibility with regards to bullying.

If you are the victim of bullying you need to share this information with a peer mentor, prefect, parent or any other responsible person who will be able to help you.

If you see bullying behaviour you also need to report this to a responsible person who can help, **all students have a responsibility to protect other members of our community.**

There are many discreet ways to report bullying behaviour;

- You could put a note in any of our anonymous anti-bullying boxes which can be found on each floor of our building next to the water fountains.
- You could report any concerns or incidents online via our SHARP online anti-bullying reporting system – the message will then go directly to Mr McCarron or Mrs McCann.



- You could tell a peer mentor or prefect who have received training and will be able to help you take the next step or report it to an adult for you.
- You could tell any member of staff with whom you feel comfortable, whether this be a teacher, pastoral manager, chaplain, child protection officer, any of the school councillors, the school nurse or member of our support or admin team.
- You could send any member of staff an email through the school system if you feel uncomfortable approaching them directly.
- You could tell a parent or someone at home who can telephone school and speak to either your form teacher, your Head of Year, a Pastoral Manager or any other member of staff on your behalf.

**If bullying is reported, addressed and continues this must be reported again to staff at the academy who will take this very seriously.**

### **CYBER BULLYING**

The academy believes that cyber bullying is wrong. You will learn how to deal with this in lessons, ICT and PSHE. If you find that you are the victim of cyber bullying you must report it immediately to the site provider, the police, peer mentors, prefects, teachers at the academy, parents or any other responsible adult who will be able to help you.



The academy will advise all students/parents to also report any incidents of cyber bullying to the police, internet site or mobile technology provider or do so on your behalf. The academy will co-operate with the police or any outside agency in the investigation of cyber bullying in addition to action taken in school as appropriate.

### **AS A PARENT:-**

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend academy, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the Academy **IMMEDIATELY**. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the Academy policy concerning bullying, and that they will not be afraid to ask for help.
- Parents can report bullying to any of the academy staff by telephone, appointment or email. Parents are also welcome to use the school SHARP system also to report any incidents or concerns – this is available through the academy website.

### **AS AN ACADEMY WE WILL:-**

- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. Through tutor time and assemblies.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Review the Academy Policy and its degree of success.
- The Academy Staff will continue to have a firm but fair discipline structure. The rules are few, simple and easy to understand.
- Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, etc.
- Encourage students to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage students to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our Academy.

- j) Support and encourage a group of identified anti-bullying ambassadors in striving to raise awareness and discuss ideas/actions in relation to anti-bullying policy.
- h) Provide training and on-going support for student leaders who can support other students who may be victims of bullying behaviour. Students in leadership roles within school will have regular meetings to continually raise awareness of issues including anti-bullying.

#### **ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED**

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:-

Help, support and counselling will be given as is appropriate to both the victims and the bullies.

#### **We support the victims in the following ways:**

- By offering them an immediate opportunity to talk about the experience with their form tutor, or another teacher if they choose.
- Informing the victims' parents/carers.
- By offering continuing support when they feel they need it.
- Arrange for them to be escorted to and from the Academy premises.
- Sessions with our pastoral managers, school counsellor or school nurse. This may be to support victims in developing or regaining confidence or self-esteem. Or to help them to develop coping strategies.

#### **In addition to any disciplinary action we would support students who display bullying behaviour in the following ways:**

- By talking about what happened, to discover why they became involved.
- Informing the bullies' parents/carers.
- By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible in support sessions delivered by the academy pastoral managers.
- Students who display bullying behaviour will also have access to academy counsellors if required or a referral may be made to any external agency (YOT, Family Support Team etc.) if appropriate.

#### **DISCIPLINARY STEPS:**

- They will be warned officially to stop offending.
- A restorative meeting will be held, facilitated by a member of staff. If the victim is comfortable with this.
- Students involved in bullying behaviour will be involved in sessions with our pastoral managers, counsellors or any of our PSHE support team as appropriate in order to develop an understanding of why their behaviour is wrong and support them in changing it.
- Informing the bullies' parents/carers.
- They may be internally excluded from the Academy community for a period of time or at break and/or lunch times in our Study Support room.
- A parental meeting will be held with a Head of Year or a Senior Member of staff.
- We may arrange for them to be escorted to and from the Academy premises.
- Fixed term exclusion
- Serious and/or persistent bullying may result in permanent exclusion.

**If you would like further information please see a full copy of our anti-bullying policy; a copy will be available on our website or a hard copy is available on request from the Academy.**

**If you do have any comments or information that you would like to share with us please contact Mrs J McCann Associate Principal, any Head of Year or any member of the pastoral team.**

Parents' Anti-Bullying Helpline Kidscape 08451 205 204, <http://www.kidscape.org.uk/parents/>

National anti-bullying helpline - Tel: 0845 22 55 787 <http://nationalbullyinghelpline.co.uk/>

Family Lives 0808 800 2222 <http://www.bullying.co.uk/>, [www.familylives.org.uk](http://www.familylives.org.uk)

Childline 0800 11 11 <http://www.childline.org.uk/explore/bullying/pages/bullying.aspx>



Printed Oct 2016