



### Rationale:

That every child has the right to feel safe in the academy and enjoy their education without the threat of bullying behaviour. Our approach is to build the student's self-esteem and confidence and for our approach to be consistent across the Academy. We intend that the policy is clearly understood and shared by all; children, staff and parents.

### The Academy shares the definition of bullying as:

*"The **repetitive, deliberate behaviour that upsets** the victim. It is a behaviour that is targeted and selective and can be direct (physical or verbal) or indirect (eg name calling, being the subject malicious gossip or cyberbullying). It may be by one person or a group"*

No matter what the form bullying takes it will not be tolerated at North Liverpool Academy. If you are a victim of bullying, or if you observe or know of incidents happening to others, do not hesitate to inform at member of staff. Remember all students have rights and responsibilities concerning bullying:

### Student Rights

As a member of North Liverpool Academy, you have the right:

- To live your life in peace and safety;
- To be an individual and be proud of being different;
- Not to be bullied;
- To say 'no' firmly to anything that you think is wrong;
- To protect yourself by ignoring others or by walking away;
- To tell a member of staff when someone is making you unhappy.

### Student Responsibilities

As a member of North Liverpool Academy, the Academy expects you:

- Not to put up with any form of bullying;
- To work with others to stop bullying;
- To inform a member of staff of any form of bullying;
- Not to be afraid to report any incidents. If you do nothing it might suggest that you are supporting bullying;



- Not to put up with bullies in your group of friends.

### **If bullying is suspected we will:**

- Talk to the suspected victim and any witnesses individually and take statements
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying will not be tolerated;
- Record all incidents of bullying;
- Use Restorative Justice/Mediation techniques where appropriate;
- Involve all concerned together to discuss the issues if agreed by all parties;
- Support and empower students to resolve the conflict and understand their role in the issues;
- Where appropriate inform parents;
- Follow up with further discussion with individuals as and when appropriate;
- If deemed necessary, give a verbal warning, formal warning, period of isolation or a fixed term exclusion

### **Prevention and strategies to reinforce North Liverpool Academy's Anti-bullying Policy:**

- Students are made aware of the strategies to deal with low level issues and what to do in different situations including cyberbullying through the tutor programme and assembly
- Making use of curriculum opportunities to raise student awareness (e.g.through Drama)
- E-safety as part of the I-Lead programme, Computing in KS3 and Year Group Assembly

### **The Role of Governors:**

The Governing Body supports the Principal in all attempts to eliminate bullying from our Academy. The Governing Body will not condone any bullying at all in our Academy, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately;

If a parent is dissatisfied with the way the Academy has dealt with a bullying incident they should follow the Academy's Complaints Procedure.



### **The Role of all Staff:**

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place;
- All members of staff are responsible for reporting all incidents of concern;
- A member of staff must report the incident to the Inclusion team and inform the students form tutor. This is done most efficiently via email and should be communicated as soon as is practically possible.

### **The Role of the Student:**

What can a student do if they are being bullied?

- Remember that silence is the bully's greatest weapon;
- Tell yourself that you do not deserve to be bullied and that bullying is wrong;
- Be proud of who you are;
- Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear;
- Be strong inside – say 'No!' Walk away confidently. Let a member of staff know as soon as possible. Your form tutor is your key worker but you can refer to any member of staff. Alternatively, students can use the SHARP system online serviced by the community police officer stationed at the Academy.
- If you are receiving emails, text, messages on social media that make you feel uncomfortable please save them and show them to an adult. Do not respond to them.
- Remember that fighting back especially by engaging in the same behaviour will make things worse.

What can you do 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 isolated.



- Tell an adult immediately; your parents, carers, form tutor, teachers or Year Manager. Once staff know they will be able to deal with the bully without you getting into trouble.
- Do not take direct action yourself. It will only make the situation worse.

### **The Role of the Parent:**

- To contact the Academy if you are concerned that your child is the victim of bullying or is bullying others. (Contact details 0151 260 4044 or via the electronic [SHARP system](#)).
- To support the Academy's Anti-bullying Policy

### **Monitoring and Review:**

- This Anti-Bullying Policy is the Governor's responsibility and they review its effectiveness.
- The Academy will monitor bullying incidents including racist and homophobic bullying, or bullying directed at children with special educational needs or disabilities.
- This policy will be reviewed in accordance with the Academy's review cycle or earlier if necessary.

This Anti-bullying Policy is linked to:

Behaviour Policy

SEND Policy

Positive Discipline in

Practice Document Owner:

Principal

Committee for Approval:

NLA Governing Body

Review Frequency:

Annually

Last Review Date:

April 2017