Centenary Road, Goole, DN14 6AN
T: 01405 768621
E: info@gooleacademy.org.uk
W: www.gooleacademy.org.uk

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Anti-bullying Strategy

Introduction

Goole Academy promotes a safe learning environment where everyone feels able to enjoy and achieve and where success is recognised and rewarded. We aim to keep bullying to a minimum so that all students are able to achieve and enjoy.

Ethos

We believe that for everyone to benefit from our learning community, Goole Academy should be a place where students, staff, helpers, families and other visitors are made to feel welcome and comfortable and where everyone is treated with respect in an atmosphere free from intimidation.

We believe that all children and young people have the right to protection from harm, neglect and abuse and that their wellbeing is of paramount importance. Goole Academy aims to ensure good relationships between, and good behaviour towards, all members of its community and that learning and personal development takes place in a climate of trust, safety and confidence.

The Academy has a system of rewards which aims to motivate and encourage students as well as helping to build individual self-confidence and self-esteem. Goole Academy values everyone's unique contribution to our community.

Everyone has a responsibility for safeguarding and promoting the wellbeing of all students and all staff have a duty of care, to ensure our students are protected from harm. This policy links with Child Protection Policy.

Definition of bullying

'A persistent, deliberate attempt to hurt or humiliate someone'

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

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

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

Classification of bullying will only occur if all three statements are fulfilled.

There are various forms of bullying which include:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, racist remarks, remarks of a sexual nature
- Indirect – spreading malicious rumours, excluding individuals from social groups, family feuds brought into Academy rumours, make malicious comments.
- Cyber – use of email, social networking sites, mobile phone messaging to spread.

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These will provide the categories for the types of bullying logged.

Recording bullying incidents

Potential bullying incidents will be recorded in the bullying incident log. To ensure the bullying is repeated over time bullying will not be recorded on the first incident. There is some professional discretion if staff believe early invention will resolve the issue but generally three incidents involving the same individuals will be classed as bullying.

This may include a person bullying another by themselves or as part of a group.

In the status column on the log these will be recorded I1, I2, or I3 before being moved to bullying and listed as B.

Goole Academy Absolute Consistencies:

The system and processes in this Academy will:

- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.
- Adopt a definition of bullying that is agreed across the Academy and accepted across the local community.
- Have a consistent approach to any bullying incidents that occur.
- Raise awareness of bullying and promote positive relationships based on mutual respect.
- Promote positive action to prevent bullying through our Life programme and related activities
- Provide support for all members of the Academy community that may be involved in dealing with an incident of bullying
- Provide appropriate training for both staff and students to support the implementation of the policy across the Academy.

Roles and Responsibilities

All staff, students, parents and governors should be made aware of the policy and of the issues associated with bullying in schools and be prepared to undermine and report bullying in all its forms at every opportunity.

Academy staff have the following responsibilities:

- Staff should be alert to any potential incident of bullying and intervene when instances are noticed.
- Minor incidents of disagreement should be addressed by tutors/subject teachers.
- Incidents that constitute bullying should be referred to the appropriate Year Leaders over action to be taken.

An Assistant Principal has been designated to oversee anti-bullying and wellbeing of students. This role includes the following responsibilities:

- To liaise with the Principal on all matters regarding the safeguarding of children

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- To ensure incidents of bullying are monitored and trends reported to the governing body and SLT
- To ensure all staff are aware of the contents of the 'Anti-Bullying Policy' and that its procedures are adhered to, through regular training

The Pastoral Manager has strategic oversight of the policy and Year Leaders will have operational oversight. This role includes the following responsibilities:

- To liaise with appropriate staff to ensure the implementation of whole school initiatives to highlight aspects of bullying, including Anti-Bullying Week
- Ensure the Academy's peer tutoring scheme offers support to students and that peer tutors are sufficiently trained
- The use of appropriate assemblies and Anti-Bullying Week
- To ensure the appropriate Year Leaders record and monitors students involved in bullying and keeps the parents/carers informed
- To ensure the appropriate Year Leaders employ the appropriate sanctions in a consistent manner
- To ensure the appropriate Year Leaders employ restorative practice to resolve bullying issues
- To liaise with the police as necessary
- The ICT Officer is responsible for the monitoring of the student guidelines within the Internet Use policy. Students who violate the rules included in this policy will be sanctioned.
- Monitor bullying comments on pupil dashboard

The Year Leader is responsible for clarifying the facts through thorough investigation and taking statements from the bully, any victims and witnesses

- The Year Leader, having clarified the facts, will inform all parents/carers of the incident, record the incident and liaise with the Pastoral Manager regarding the sanction.
- Year Leaders have been trained in restorative practice (RP) and will be expected to use this to resolve conflicts when it is appropriate to do so.
- Bully is recorded on the bullying log.

Students have the following responsibilities:

- Ensuring that previous victims of bullying are not isolated from groups of friends
- Intervening when someone is being bullied and making it clear to the bully that their actions are disapproved of.
- Informing a member of staff that bullying is happening.
- Encouraging the victim to join in activities and groups.
- Discussion and consideration of bullying issues in Life lessons and Tutor time.
- **Above all, students are expected to show consideration and respect to all members of the Academy and local community at all times.**

Parents have the following responsibilities:

Every parent is responsible for ensuring the good behaviour of their children.

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All parents should support the Academy's anti-bullying and behaviour policies and respect the disciplinary authority of Academy staff.

As parents, ensure that your child follows Academy rules and be prepared to work with the Academy to improve your child's behaviour.

Peer Tutoring Programme

Goole Academy operates a scheme where students from an older year group can offer support to younger children. It has 2 main approaches:

1. Volunteers from Year 9/10/11 will work with Year 7 who are identified during Year 6/7 transition.
2. Volunteers will work with younger students who have been identified as continued victims of bullying.

The volunteers will be selected carefully and given clear guidelines to work within. They undergo seven weeks' worth of training to pass as a "Peer Tutor" and are supported by the Anti-Bullying Coordinator. The Peer Tutoring programme will be overseen by the Anti Bullying Coordinator. This work will be supervised by the Anti Bullying Coordinator to ensure meetings occur and students are being supported but this will not involve the Anti Bullying Coordinator engaging in individual meetings. Quality Assurance of the service rests with the Pastoral Manager. The Peer Mentor will be trained to offer advice, be available to listen to problems and concerns and help to raise self-esteem.

Allegations against staff

Goole Academy believes that all members of the Academy community are entitled to protection from bullying. Inappropriate behaviour between students or staff will not be tolerated and any concerns or allegations of impropriety will be dealt with quickly, fairly and sensitively through the Grievance Procedure Policy.

Any staff disclosing information, regarding inappropriate behaviour by colleagues, will be listened to and supported by the Senior Leadership Team, in line with the 'Whistle Blowing Policy'.

Evaluation and Monitoring

This policy is a dynamic document and will be updated as new guidance is produced or, in response to research, review or other events that have not previously been covered in depth.

Monitoring of the policy will involve consideration of the following data; any reduction in the number of incidents referred for attention; monitoring individual victims/bullies with a view to improved circumstances; positive feedback from parents, students and staff; monitoring of the willingness in students to report instances of concern; tracking of incidents to inform future decisions on availability of network and infrastructure that can access the internet.

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Appendix 1 - Cyber-bullying

Key Safety Advice

For Children & Young People

1. Always respect others – be careful what you say online and what images you send.

2. Think before you send – whatever you send can be made public very quickly and could stay online forever.

3. Treat your password like your toothbrush

   – keep it to yourself. Only give your mobile number or personal website address to trusted friends.

4. Block the bully – learn how to block or report someone who is behaving badly.

5. Don't retaliate or reply!

6. Save the evidence – learn how to keep records of offending messages, pictures or online conversations.

7. Make sure you tell:

- an adult you trust, or call a helpline like ChildLine on 0800 1111 in confidence;

- the provider of the service; check the service provider's website to see where to report incidents;

- your school – your mentor or your Year Leader can help you.

   Finally, don't just stand there – if you see cyber-bullying going on, support the victim and report the bullying. How would you feel if no one stood up for you?

Key Safety Advice

For Parents & Carers

1. Be aware, your child may as likely cyber-bully as be a target of cyber-bullying. Be alert to your child seeming upset after using the internet or their mobile phone.

   This might involve subtle comments or changes in relationships with friends.

   They might be unwilling to talk or be secretive about their online activities and mobile phone use.

2. Talk with your children and understand the ways in which they are using the internet and their mobile phone. See the seven key messages for children (on the left) to get you started.

3. Use the tools on the service and turn on in-built internet safety features.

4. Remind your child not to retaliate.

5. Keep the evidence of offending emails, text messages or online conversations.

6. Report cyber-bullying:

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Appendix 2 – Appropriate use of technology

The table below explores the range of ways today's technology can be used.		
Technology	**Great for:**	**Examples of misuse**
Mobile phone	Keeping in touch by voice or text, taking and sending pictures and film, listening to music, playing games, going online and sending emails. Useful in emergency situations and for allowing children a greater sense of independence.	Sending nasty calls or text messages, including threats, intimidation, and harassment. Taking and sharing humiliating and/or inappropriate images. Videoing other people being harassed and sending these to other phones or internet sites.
Instant messenger (IM)	Text or voice chatting live with friends online. A quick and effective way of keeping in touch even while working on other things.	Sending nasty messages or content. Using someone else's account to forward rude or mean messages via their contacts list.
Chat rooms & message boards	Groups of people around the world can text or voice chat live about common interests. For young people, this can be an easy way to meet new people and explore issues which they are too shy to talk about in person.	Sending nasty or threatening anonymous messages. Groups of people deciding to pick on or ignore individuals. Making friends under false pretences – people pretending to be someone they're not in order to get personal information that they can misuse in a range of ways – e.g. by spreading secrets or blackmailing.
Emails	Sending electronic letters, pictures and other files quickly and cheaply anywhere in the world.	Sending nasty or threatening messages. Forwarding unsuitable content including images and video clips, or sending computer viruses. Accessing someone else's account, e.g. to forward personal emails or delete emails.
Webcams	Taking pictures or recording messages. Being able to see and talk to someone live on your computer screen. Bringing far-off places to life or video conferencing.	Making and sending inappropriate content. Persuading or threatening young people to act in inappropriate ways. Using inappropriate recordings to manipulate young people.
Social network Sites	Socialising with your friends and making new ones within online communities. Allowing young people to be creative online, even publishing online music. Personalising homepages and profiles, creating and uploading content.	Posting nasty comments, humiliating images / video. Accessing another person's account details and sending unpleasant messages, deleting information or making private information public. Groups of people picking on individuals by excluding them. Creating fake profiles to pretend to be someone else, e.g. to bully, harass or get the person into trouble.
Video hosting sites	Accessing useful educational, entertaining and original creative video content and uploading your own.	Posting embarrassing, humiliating film of someone

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Virtual Learning Environment	Academy site, usually available from home and Academy, set up for tracking and recording student assignments, tests and activities, with message boards, chat and IM.	Posting inappropriate messages or images. Hacking into someone else's account to post inappropriate comments or delete Academy work.
Gaming sites Consoles & Virtual worlds	Live text or voice chat during online gaming between players across the world, or on handheld consoles with people in the same local area. Virtual worlds let users design their own avatars – a figure that represents them in the virtual world.	Name-calling, making abusive / derogatory remarks. Players may pick on weaker or less experienced users, repeatedly killing their characters. Forwarding unwanted messages to other devices in the immediate vicinity.

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Appendix 3 – Important Contacts

When & How to Contact the Service Provider:	
Support organisations and charities	**ChildLine: 08001111** You can contact ChildLine about anything - no problem is too big or too small. If you're feeling worried, scared, stressed or just want to talk to someone you can contact ChildLine **Child Exploitation and Online Protection Centre (CEOP):** enquiries@ceop.gsi.gov.uk; 0870 000 3344 The Child Exploitation and Online Protection (CEOP) Centre is dedicated to eradicating the sexual abuse of children and is part of UK policing.
Mobile Phones: All UK mobile phone operators have nuisance call centres set up and / or procedures in place to deal with such instances. They may be able to change the number of the person being bullied. Mobile operators cannot bar a particular number from contacting a phone, but some phone handsets do have this capacity. Action can be taken against the bully's phone account (e.g. blocking their account) only with police involvement.	**o2**: ncb@02.com or 08705214000
	Vodafone: 191 from a Vodafone phone or 08700700191 for Pay Monthly customers and 08700776655 for Pay as You Go.
	3: Call 333 from a 3 phone or 08707330333.
	Orange: Call 450 on an Orange phone or 07973100450 for Pay as you Go, or 150 or 07973100150 for Pay Monthly.
	T-Mobile: Call 150 on a T-Mobile phone or 08454125000.
Social networking sites (e.g., MySpace, Bebo, Piczo): It is good practice for social network providers to make reporting incidents of cyber-bullying easy, and thus have clear, accessible and prominent reporting features. Many of these reporting features will be within the profiles themselves, so they are 'handy' for the user. If social network sites do receive reports about cyber-bullying, they will investigate and can remove content that is illegal or break their terms and conditions in other ways. They can delete the account of those who have broken the rules.	Contacts of some social network sites
	Bebo: reports can be made by clicking on a 'Report Abuse' link located below the user's profile photo (top left-hand corner of screen) on every Bebo profile page. Bebo users can also report specific media content (i.e. photos, videos, widgets) to the Bebo customer services team by clicking on a 'Report Abuse' link located below the content they wish to report.
	MySpace: reports can be made via the 'Contact MySpace' link, which is accessible at the bottom of the MySpace homepage (http://uk.myspace.com), and at the bottom of every page within the MySpace site.
	Piczo: reports can be made within the service (there is a 'Report Bad Content' button at the top of every member page). At the bottom of the home page and on the 'Contact Us' page there is a link to a 'Report Abuse' page. The 'Report Abuse' page can be found at: http://pic3.piczo.com/public/piczo2/piczoAbuse.jsp.

Video-hosting Sites: It is possible to get content taken down from video-hosting sites, though the content will need to be illegal or have broken the terms of service of the site in other ways. On YouTube, perhaps the most well-known of such sites, it is possible to report content to the site provider as inappropriate. In order to do this, you will need to create an account (this is free) and log in, and then you will have the option to 'flag content as inappropriate'. The option to flag the content is under the video content itself. YouTube provides information on what is considered inappropriate in its terms of service.

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See www.youtube.com/t/terms

Instant Messenger (e.g., Windows Live Messenger or MSN Messenger):	Contacts of some IM providers:
It is good practice for Instant Messenger (IM) providers to have visible and easy-to access reporting features on their service. Instant Messenger providers can investigate and shut down any accounts that have been misused and clearly break their terms of service. The best evidence for the service provider is archived or recorded conversations, and most IM providers allow the user to record all messages.	**MSN:** When in Windows Live Messenger, clicking the 'Help' tab will bring up a range of options, including 'Report Abuse' and there is also an online feedback form at: http://support.msn.com/default.aspx?mkt=en-gb to report on a range of products including MSN Messenger
	Yahoo!: When in Yahoo! Messenger, clicking the 'Help' tab will bring up a range of options, including 'Report Abuse'.

Chat rooms, individual website owners / forums, message board hosts: It is good practice for chat providers to have a clear and prominent reporting mechanism to enable the user to contact the service provider. Users that abuse the service can have their account deleted. Some services may be moderated, and the moderators will warn users posting abusive comments or take down content that breaks their terms of use.