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Anti-Bullying & Peer-on-Peer Abuse at Irlam and Cadishead Academy



Vice Principal, Mr Brown and Assistant Principal, Mrs Sweeney

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Aims of the ICA Anti-Bullying Policy

1. To **prevent** bullying
2. To **deal** effectively with bullying if it occurs
3. To be an integral part of the **ICA Behaviour Policy**
4. To contribute to overall Academy improvement by a **safe happy learning** environment conducive to raising standards
5. To ensure that all students, staff and parents are clear that **we do not tolerate bullying** and how it will be dealt with at the Academy



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If you are being bullied:

- ▶ You will be **heard** and **supported** in reporting bullying and given help.
- ▶ Action **will** be taken.
- ▶ We are a **TELLING** school.
- ▶ You will be supported and helped to rebuild confidence and **feel safe** again at ICA.



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For students who engage in bullying behaviour:

- ▶ **Sanctions:** reprimands detentions, Room for Improvement, exclusion.
- ▶ **‘Re-calibration sessions’** with Heads of Year to hold them to account for their behaviour and help them to face up to the harm they have caused.
- ▶ They **learn to behave** in ways which do not cause harm in future because they have developed their emotional skills and knowledge.
- ▶ They learn how they can take steps to **repair the harm** they have caused.



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Definitions of Bullying

- ▶ ‘Behaviour by an individual or group usually **repeated over time**, that **intentionally** hurts another individual or group either physically or emotionally.’ (Safe to Learn, DfE)
- ▶ ‘People doing nasty or unkind things to you on **purpose, more than once**, which it is difficult to stop.’ (Safe to Learn, DfE)



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Types of Bullying



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- name-calling, taunting, mocking and making offensive comments
- offensive graffiti
- excluding people from groups
- gossiping and spreading hurtful or untrue rumours
- kicking, hitting, pushing
- taking belongings
- cyber bullying - including sending inappropriate, offensive or degrading text messages, emails or instant messages via the internet, setting up websites designed to embarrass or upset individuals or excluding them from social networking sites
- Homophobic/bi-phobic or transphobic comments

Students may be bullied for a variety of reasons, including:

- ethnic background, religion or culture
- disability, special educational needs or a particular ability
- sexual orientation • gender (including sexualised bullying)
- size, appearance or health conditions
- social or economic status (poverty, class)
- age/maturity
- home circumstances - certain groups such as students in care, or young carers, or those with same sex parents/carers or whose parents/carers have mental health difficulties may be particularly vulnerable

Prevention of Bullying at ICA

- ▶ We are a ‘telling school’
- ▶ Anti-bullying ambassadors
- ▶ Assemblies
- ▶ PSHE
- ▶ Parent and student surveys




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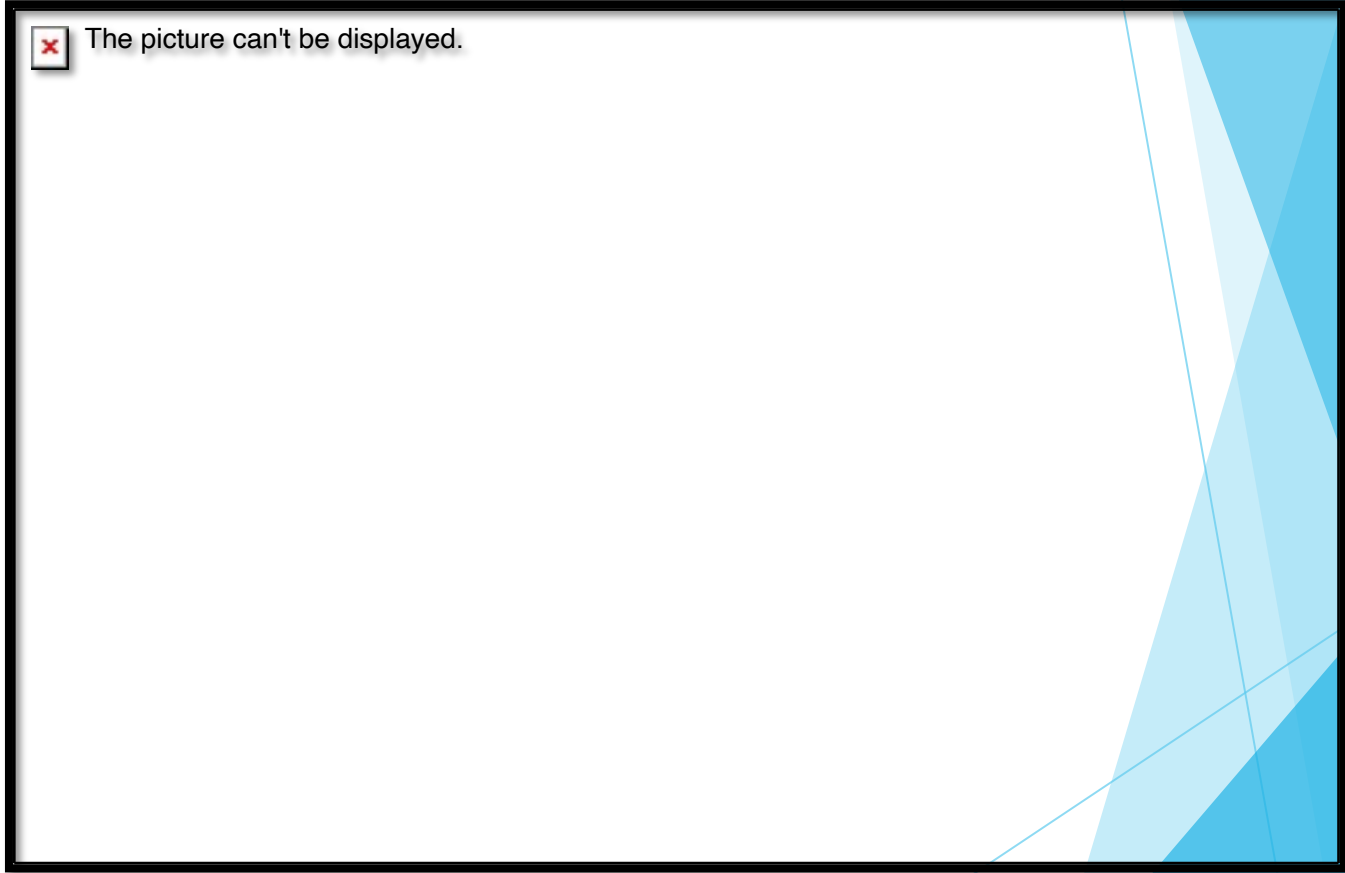



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Telling school - what happens next?

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The ICA Anti-Bullying Flowchart



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Bullying incident reported

Staff speak to student who is the 'victim' and secure written statement. Reassure the student that they have acted in the correct way by reporting to staff.

Investigating member of staff to:

- Identify student(s) who are bullying
- Identify any witnesses
- Establish what/where/when
- Check CCTV (if necessary)
- CONTACT PARENTS TO NOTIFY THEM OF THE INVESTIGATION

EVIDENCE SUPPORTS CLAIM

- Speak with student who allegation was made against and secure written statement
- Liaise with SLT Year Group link re: appropriate sanction
- CONTACT PARENTS TO INFORM OF SANCTION FOR BULLYING
- CONTACT VICTIM'S PARENTS TO INFORM OF OUTCOME
- Record on CPOMS

NO EVIDENCE TO SUPPORT CLAIM

- Speak with student who allegation was made against and secure written statement
- Explain that evidence does not support claim but you will continue to monitor the situation
- Speak with the victim
- Explain that evidence does not support claim but you will continue to monitor the situation
- CONTACT PARENTS TO EXPLAIN THE SITUATION
- Record on CPOMS

CHECK IN WITH THE STUDENT WEEKLY/FORTNIGHTLY

What is Peer on Peer Abuse?

Peer-on-peer abuse includes, but is not limited to:

- physical and sexual abuse
- sexual misconduct, sexual harassment and violence
- emotional harm
- on and offline bullying
- teenage relationship abuse




How serious is it?

VERY SERIOUS!!

Will I be taken seriously by staff at ICA if I report it?

VERY SERIOUSLY!!!

Do you Remember this Assembly?

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What you should know?

All students should be aware of the importance of:

- Knowing that sexual violence and sexual harassment is not acceptable, it will never be tolerated and is not an inevitable part of growing up.
- It is not tolerated and we will never dismiss sexual violence or sexual harassment as “banter”, “part of growing up”, “just having a laugh” or “boys being boys.”
- We will always challenge behaviours (potentially criminal in nature), such as grabbing bottoms, breasts and flicking bras, lifting up skirts or pulling down shorts trousers.
- We will never dismiss or tolerate such behaviours or normalise them.

Healthy Behaviours

Tend to be:

- displayed between children or young people of similar age or developmental ability
- Consensual kissing, holding hands, hugging etc
- positive choices made freely
- Do not include feelings of guilt, anxiety or cause upset



Harmful Behaviours

Tend to be:

- Indicate a need for immediate



Do you know **who**/how/where you can report any type of Peer-on-Peer abuse?

All School Staff:

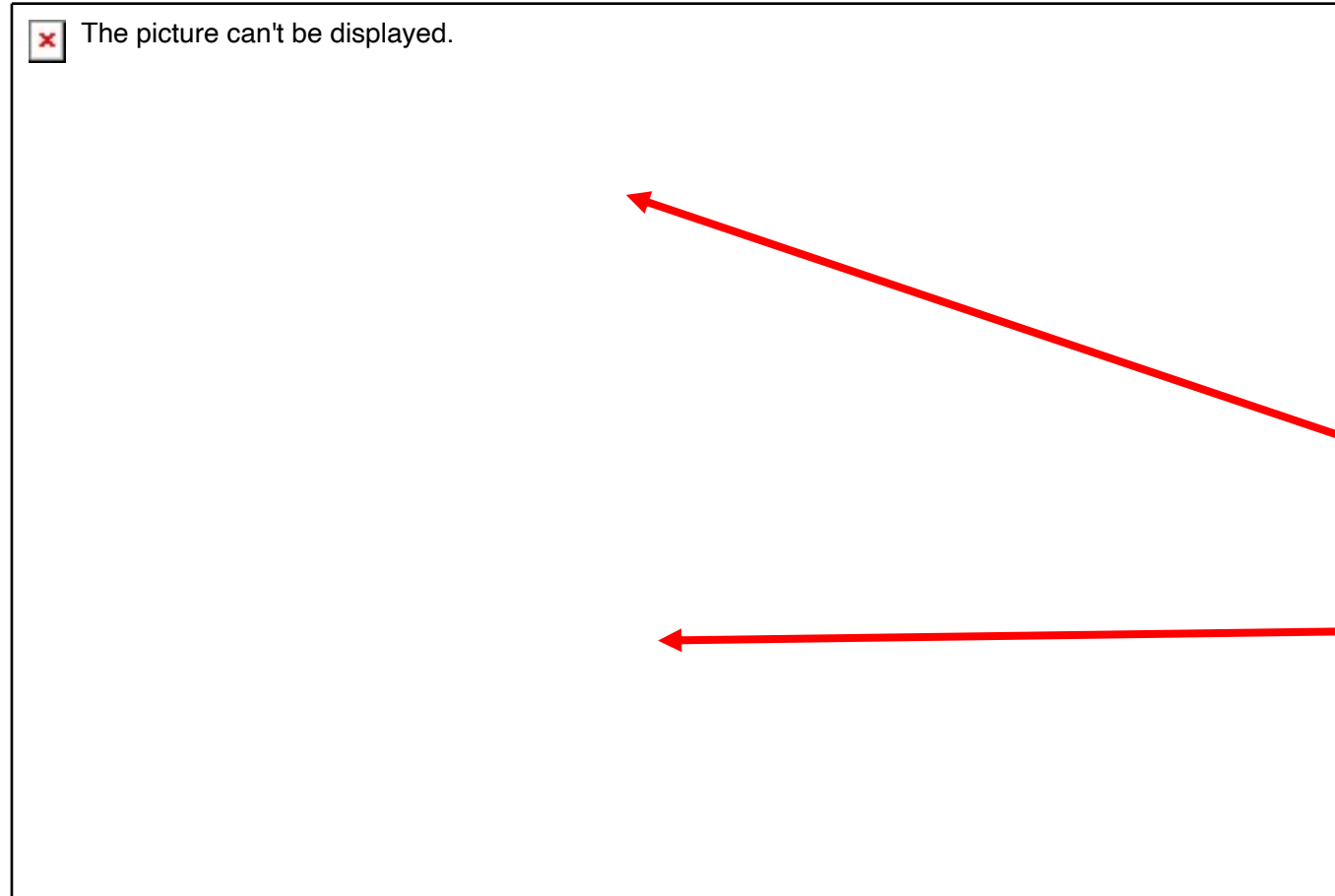
- Safeguarding Team
- Head of Year
- Teacher
- Teaching Assistant
- Principal
- Support Staff



Or...if you want to tell a member of staff but feel too shy; ask a friend to do this for you!!


Do you know who/how/where you can report any type of Peer-on-Peer abuse?

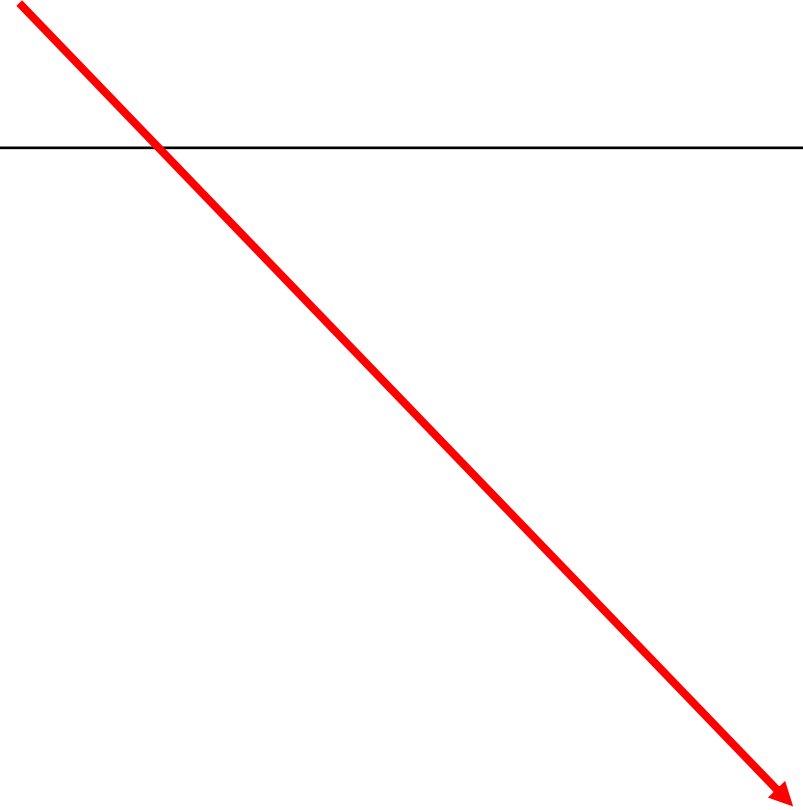
The Irlam and Cadishead Academy Website is a fabulous tool to use.



Click the information tab on the website followed by the safeguarding option

If you click the [HERE](#) it will allow you to email the safeguarding team directly.

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This email automatically opens with the email address already populated so you don't need to remember it. Write your email and click send and it will go to ONLY the safeguarding team.



Do you know who/how/where you can report any type of Peer-on-Peer abuse too?

- You can also report Peer-on-Peer abuse in a DROP BOX outside the safeguarding hub.
- If you would prefer to report something to do with you or a friend anonymously it can be done using this method.



Do you know who/how/where you can go to report any type of Peer-on-Peer abuse?

The Safeguarding Hub

Located where the GCSE Classroom used to be.

Or talk to member of staff when they are on duty

Or email a teacher you trust if that would make you feel happier

There are MANY ways to make yourself heard...

Please don't suffer in silence; **PLEASE USE ONE OF THEM!!!**

What if I know how/who/where to report it but no one believes me?

But what if no one believes me?

Please don't worry:

- All students are reassured that they will be taken seriously and that they will be supported and kept safe.
- Staff will take appropriate action in accordance with the ICA Child Protection Policy.
- Staff will follow the law.
- All students at ICA will be protected.

REMEMBER...

Sexual Harassment can be...

Physical

- Touching
- Hugging
- Kissing
- Pinching
- Flirting
- Blocking path
- Brushing against someone

Verbal

- Using obscenities
- Making suggestive comments or jokes
- Making sexual propositions
- Making threats
- Remarks about clothing or physical attributes

Non-Verbal

- Staring
- Obscene gestures
- Suggestive noises
- Displaying sexual content on computer/phone

#ThatsHarassment

If you

SEE

something

SAY

something

#ThatsHarassment