



**Manchester Academy**

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# **Manchester Academy**

## **Anti-Bullying Policy**

### **2023-24**

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**Nominated Lead Member of Staff: Gilly McMullen (Vice Principal – Personal Development)**

**Status & Review Cycle: Whole School / Governors**

**Statutory (Annual Review - July)**

**Next Review Date: July 2024**

## **Manchester Academy Anti-Bullying Policy**

Manchester Academy believes bullying ruins lives and we will not tolerate any form of bullying within the Academy. Our definition of bullying is:

**‘Deliberate, persistent** behaviour that causes another person/s upset.’

**Deliberate** means that the person involved chose to make the decision to upset someone. **Persistent** means that it happens on more than one occasion. A person could be very upset by a serious one-off incident and this type of incident will be dealt with seriously if it contravenes the Academy’s expectations of behaviour. Bullying is not tolerated because it means a person is being upset regularly and because a person or a group of people is/are **deliberately** choosing to upset someone.

Bullying can be physical, verbal, written, emotional, discriminatory and/or on-line. If a child feels they are a victim of bullying, they must not keep it to themselves. Talk to someone – a member of staff in the Academy for example.

We treat bullying seriously and this means the sanctions for bullying are serious ones and might include, in the worst instances, permanent exclusion from Manchester Academy.

### **How do we address bullying?**

Sometimes we talk to the victim then to the alleged bullies separately, explaining why their behaviour is bullying and the hurt it causes. Occasionally, if the victim feels it might be useful, we get everyone involved together in a restorative justice discussion to make sure everyone is clear that the most important outcome we need is for the bullying to stop so that hurt feelings can heal, and the victim’s self-esteem can be repaired.

If bullying continues after the Academy has intervened, then this becomes more serious. For example, a victim reports bullying, and a member of staff intervenes and puts in place measures to stop the bullying. Everything is fine for a few weeks and then the bullying starts again. This now is a **VERY** serious matter. Bullying hurts because victims feel they cannot control their lives safely and healthily. If bullying stops the victim will feel better and see hope for the future; if this hope is shattered because the bullies ignore advice, the victim will feel worse than they did when they reported the original bullying. The Academy will now have to take serious action.

### **What should staff and students look for when they are concerned about bullying?**

There is not a complete list of signs that a person might be a victim of bullying, but the following could be indicators that someone is suffering:

- Suddenly becoming quiet or withdrawn
- A change in character – becoming angry or tearful in a situation where previously they would have been okay or starts attention-seeking in bizarre ways

- Starts to isolate themselves, keeping away from other people and not mixing with friends or bigger social groups
- Changes routines to avoid certain situations, for example taking an unnecessarily long route to school or hanging around at the end of the day until all the other students have left
- Begins to change their appearance in unpredictable ways or begins to self-harm. Self-harming is when people deliberately hurt themselves because they feel very low about their self-esteem

These behaviours may not be linked to bullying but they can be important signs that someone is suffering. If a member of staff sees a student displaying these behaviours, we must approach the student and check on their well-being.

### **Who do I talk to?**

Anyone! **It is vital that the student can talk to someone who can make the situation better.** Don't suffer in silence. Who could this be?

- Another student from the Academy and who is supportive
- Your parents/ carers
- A member of your family or a family friend
- The Personal Development Team
- Any teachers / other adult (support staff)
- A member of the Safeguarding Team or the Academy Counsellor
- A member of the Senior Leadership Team (SLT)
- The Principal

The member of staff, who the bullying was disclosed to, should always pass this information on to the Personal Development and Safeguarding Teams. The member of staff will log the incident on CPOMS.

### **Different types of bullying**

Bullying is deliberate and persistent, and it can be done in different ways, or a combination of different ways. Here are some of the different types of bullying:

- **Physical**  
This is when someone is physically hurt or intimidated by the bully. Often bullies are cowards and will threaten physical violence to scare someone but never actually use force. Hurting another person deliberately is an offence and is not tolerated at Manchester Academy. Physical bullying is never right and can put the victim in danger. As with all bullying, it must be reported immediately.
- **Emotional**  
This is often the worst kind of bullying. Nothing is done physically; nothing is said verbally but a person is left out persistently and deliberately. Perhaps they are pushed out of a friendship group, maybe they aren't invited to a social event. Emotional bullying can be easily covered up as behaviours change when adults appear. Being an emotional bully makes someone feel more powerful than they really are, and it needs addressing quickly.

- **Verbal**

This is name-calling and making nasty comments. Sometimes this can be direct and sometimes the comments are made to make the victim feel worthless.

- **Discriminatory**

Protected characteristics are promoted throughout Manchester Academy. Manchester Academy celebrates diversity to promote awareness and understanding of discriminatory behaviour which is not tolerated in the school.

- **Cyber bullying**

We believe cyber bullying is the use of a mobile phone or the internet to deliberately upset another person by spreading lies and rumours online; by sending or forwarding mean messages to spread hate via social media - via instant messages, text or on social networks; by posting photographs without consent and by tricking others to reveal personal information.

- **Sexual Harassment or Assault**

Sexual Harassment or assault is serious offence and is dealt with by Personal Development Team / safeguarding teams. The police may be notified for all incidents after school investigation have been conducted. The same sanction protocols are applied to this behaviour and any decisions are agreed by the Principal.

All bullying incidents are logged on CPOMS with a clear indication of the type of bullying incurred.

### **Role of Students**

Students will:

- Comply with all the afore mentioned aspects of this Behaviour Policy
- Sign an accept Acceptable Use of ICT contract
- Sign and accept Home School Agreement contract at the start of each academic year (Y7-11)
- Complete all biometrics for the catering requirements of the Academy
- Report all incidents of bullying to a member of staff
- Not misuse mobile phones and other digital devices in a way which will upset, offend or threaten another individual. The Academy will remove a student's right to bring a mobile phone to school if such a device is misused

### **Reference:**

[Guidance linked to Manchester Academy 'Behaviour, Attitude to Learning and Anti-Bullying Policy'](#)

[2023-2024 includes:](#)

[Keeping Children Safe in Education – 2023 \(guidance in force from 1<sup>st</sup> Sept. 2023\) GOV.UK](#)

[Screening Searching and Confiscation – July 2023 – Department of Education](#)

[Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement - – July 2023 – Department of Education](#)

[Teacher Standards 2023](#)

[Manchester Academy - Suspension and Permanent Exclusion Policy 2023 – 2024](#)

[Manchester Academy – Attendance Policy - 2023 - 2024](#)

[Manchester Academy Safeguarding Policy - 2023 - 2024](#)