Colne Primet Academy

Policy / Procedure / Guideline Review

Policy/Procedure/Guideline:	Prevention of bullying policy
Senior Leader Responsible:	C.Swain-Senior Deputy Principal
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Contents

Section Number	Content	Page
1	Introduction to Prevention of bullying policy	2
2	Statement of intent	3
3	Definition and forms of bullying	3
4	Academy objectives	4
5	Policy aims	4
6	Reporting procedures	4
7	Prevention	6
8	Communication	6
9	Hate crime	6
10	Development, monitoring and review	7

1. Introduction to Prevention of bullying policy

"Providing safe and happy places to learn is essential to achieving school improvement, raising achievement and attendance, promoting equality and diversity, and ensuring the safety and well-being of all members of the Academy community."
(DfE, 2007).

Colne Primet Academy aims to be an academy in which young people flourish both academically and socially. We aim to foster a healthy and safe community where individuals take responsibility for themselves and show respect for others emphasising the importance of positive relationships amongst all members of the academy community.

2. Statement of Intent

Colne Primet Academy is committed to ensuring that students learn in a supportive, caring and safe environment, without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at Academy.

3. Definition and forms of bullying

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is repeated and usually unprovoked and can continue for a prolonged period of time. It always reflects an imbalance and abuse of power. It is important that it must not be confused with the usual childhood/teenage squabbles and arguments where individuals “fall out” with one another.

Different forms of bullying include:

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Disability/SEN – because of, or focusing on a disability or special educational need
- Home circumstance – targeting individuals who are looked after children or becauseof a particular home circumstance.
- Cyber – all areas of internet, such as email, social media and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera video facilities.

Cyberbullying, unlike other forms of bullying, can happen at any time of the day or night often intruding into spaces that have previously been considered safe. As a result, the cyberbully may never be in the same physical place as their target. Some instances of cyberbullying may be unintentional such as a person sending a joke or posting a comment, which results in another person being upset or offended, without being aware of the consequences.

Many forms of bullying take place in the presence of others. However, in the case of cyberbullying, these bystanders can easily become perpetrators by passing on online content that is designed to humiliate another person. In cases such as this, students often do not see themselves as taking part in bullying but their actions further impact the person targeted. They will be made aware that their actions can have severe consequences and that taking part in such activity will not be tolerated.

Some cyber bullying activities could also be criminal offences, and Colne Primet Academy will work with external agencies including the police, where this is the case.

Bullying can therefore constitute any of the above activities within the context of the definition provided. Bullying may occur to anyone and this policy is inclusive of the bullying of Academy staff, whether by students, parents or other staff. (Members of the Academy workforce suffering from or concerned about bullying may also contact their trade union or professional association for support and advice).

Bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from Academy. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

4. Academy Objectives

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the student who has experienced bullying and to trigger sources of support.
- To apply disciplinary sanctions to the student causing the bullying and ensure theylearn from the experience, possibly through multi-agency support.

5. Policy Aims

- All students, parents, staff and governors should have an understanding of what bullying is.
- Staff and governors should follow the Academy policy when bullying is reported or suspected.
- All students and parents should know what bullying is and inform a member of staff if bullying arises.
- The Academy will always take bullying seriously. We use a range of proactive andreactive strategies to combat and prevent bullying.

6. Reporting Procedures

If bullying is suspected or reported, the incident will be taken seriously and dealt with as quickly as possible by the member of staff who has been approached, or by a member of

the Pastoral Team. A clear account of the incident will be recorded and reviewed with senior staff responsible for behaviour (Deputy Principal and/or the Assistant Principal).

The Head of Year and/or the Pastoral Support Assistant will investigate the incident by interviewing all concerned and recording the outcome on CPOMs for all involved. Form tutors and subject staff will be kept informed and asked to monitor the behaviour of the students concerned.

Parents will be kept informed and are discouraged from taking matters into their own hands and should not approach any student, but speak to either the Form Tutor, Head of Year, Pastoral Support Assistant, or a member of the Senior Leadership Team.

Each incident of actual or alleged bullying will be unique in its representation and it's level of impact on the individuals concerned. Therefore, it is important that the Academy is given the opportunity to tailor a strategy to address the situation and to support the bullied student according to the particular incident/s.

Students who are victims of bullying will be offered the opportunity to discuss their experience with their form tutor or another member of staff they identify as their 'Go To Person', be offered support in terms of access to the counselling or Well-being Practitioner in Academy to restore self-esteem and build confidence.

Students who have bullied will be helped by; discussing what happened, discovering why the student became involved and establishing a sense of wrong-doing. Parents/carers will be informed to help change the attitude and behaviour of the student.

In agreement with both parties involved there will also be the opportunity to rebuild relationships, involving a restorative meeting mediated by a member of staff as a way of resolving further incidents.

Consideration of support for perpetrators of bullying will also be undertaken by the Pastoral Team, for example mentoring by Pastoral Support Assistants, through 'social stories' in liaison with the SEND Team, and provision from external agencies.

Any disciplinary action taken will be determined in line with the Behaviour policy.

The following sanctions/steps, may be taken:

- Official verbal warning to cease offending, and recorded on CPOMs
- Parental meetings
- Exclusion from certain areas of the Academy premises or certain activities
- Detentions
- Isolation
- Referral to senior staff and/or external agencies e.g. Police Liaison Officer or Police Community Support Officer.
- Internal fixed term exclusion (IEC)
- Suspension or permanent exclusion.

7. Prevention

As an academy we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include:

- Effective Academy leadership that promotes an open and honest anti-bullying ethos
- Use of curriculum opportunities, including RSE and PSHE classes where issues of diversity and British Values are discussed and anti-bullying messages are drawn out
- Provision of external agencies to deliver assemblies and workshops in targeted areas e.g. anti-racism and violent behaviour, which link to the local context
- Use of opportunities throughout the Academy calendar and at certain times of the Academy day to raise awareness of the negative consequences of bullying e.g. Anti-Bullying Week in November of each year, Safer Internet Day
- Year group assemblies
- Messages on the Student Briefing to reinforce the Academy values of 'together' and 'inclusive' and ensure that all students understand the importance of kindness
- Student voice surveys
- Feedback from the Academy Counsellor and Well-Being Practitioners, which then feed into assemblies and activities to develop student attitude and behaviour
- Poster campaigns
- Improved supervision in potential problem areas
- Buddying
- Worry Box in Oracle for students to express thoughts and ideas
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the Academy.

8. Communication

We, as an academy, are aware of the need for open communication between stakeholders. All sections of the academy organisation must understand its role and responsibilities. We understand the need to ensure this policy is a living document, known and understood by all. Parents/carers are made aware of the academy's policy at the induction meeting and through documentation, including this policy and supporting information available on the website and displayed appropriately within the academy for all stakeholders. Regular bulletins about what bullying is, how to communicate with staff, recognising early intervention is crucial. Parents know that the Academy acts to prevent bullying and not just deal with bullying incidents. The views of parents, carers and other stakeholders are regularly recorded and taken into consideration in the rollout of academy strategies.

New intakes are reassured that bullying is not permitted and it is a warning to potential bullies that such behaviour is unacceptable from the outset.

Our staff do not wait for bullying to be proved before it is acted against. A positive, caring ethos demands a Prevention of Bullying Policy in operation throughout the academy.

9. Hate Crime

A hate crime is any incident that constitutes a criminal offence that is perceived by the victim, or any other person, as being motivated by prejudice or hate. It could involve physical attack, threat of attack or verbal abuse or insult around issues such as race, faith, homophobia,

transphobia or disability. A hate incident may or may not constitute a criminal offence but is perceived by the victim, or any other person as being motivated by prejudice or hate.

If an incident appears to be a hate crime or incident, we as an academy recognise the need for this to be reported to the police if appropriate

10. Development, Monitoring and Review

We plan to:

- Monitor, evaluate and review our anti-bullying policy on a regular basis led by theDeputy Principal and reported regularly
- Support staff to identify and tackle bullying appropriately
- Ensure that students are aware that all bullying concerns will be dealt with sensitivelyand effectively and seek feedback from students via Student Voice and annual Pupil Attitude Questionnaire (PAQ)
- To learn from anti-bullying good practice elsewhere and utilise the support of thePendle Education Trust and relevant statutory/voluntary organisations when appropriate.