



NATIONAL
CHURCH OF ENGLAND
ACADEMY

Appendix to Anti Bullying Policy

October 2019

Office use

Published: October 2019	Next review: October 2020	Statutory/non: Statutory	Leads: David Llewellyn, Assistant Principal
Associated documents:			
NCEA behaviour annex NCEA anti bullying annex NCEA safeguarding and child protection annex		DALP anti bullying policy: http://dalp.org.uk/wp-content/uploads/2019/08/Anti-bullying.pdf DALP behaviour policy: http://dalp.org.uk/wp-content/uploads/2019/08/Behaviour.pdf DALP child protection policy:	
Links to:			
Equalities Act 2010 www.gov.uk/government/publications/equality-act-2010-advice-for-schools Education and Inspection Act 2006, 2011 Children Act 1989 Protection from Harassment Act 1997 Malicious Communications Act 1988 Public Order Act 1986 Preventing and tackling bullying: advice for Principals, staff and governing bodies 2017		Keeping Children Safe in Education 2019 www.gov.uk/government/publications/keeping-children-safe-in-education Working Together to Safeguard Children 2019 SEND Code of Practice 2014 www.gov.uk/government/publications/send-code-practice-0-to-25	

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1 Definition of bullying

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

2 Scope and mission

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

3 Aims and objectives

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

4 Responsibility for implementation

4.1 The daily responsibility and implementation of this policy is delegated by the Academy Principal to the Assistant Principal for Behaviour and Attitudes.

4.2-4.5 The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

4.6 The National Church of England's Academy governor for PDBW will take a lead role in monitoring and reviewing the anti-bullying annex for the academy.

4.7-4.8 The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

5 Types of bullying

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

6 Responding to bullying

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

6.1 Please see additional The National Church of England Academy guidance document in the appendix of the policy

6.2 Students should initially report bullying to any member of staff as soon as possible so relevant actions can be put into place.

6.7 A bullying log will be kept within the academy to ensure individual incidents are followed up, the Assistant Principal for PDBW will be responsible for the implementation, monitoring and reviewing of this log.

6.11 The National Church of England Academy ensures a thorough education which outlaw's bullying is delivered through the tutorial programme and curriculum.

7 The protocol

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy

- 7.2 Any bullying incidents that are a safeguarding concern will be reported by staff through the My Concern system, if a child is at immediate risk staff will report it in person to one of the safeguarding team.
- 7.5 Staff members dealing with an individual incident will ensure that a precise account of the incident is recorded on the Academy statement form. If the incident is a safeguarding concern a precise account will be recorded on the My Concern system.

8 Cyber bullying

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

- 8.6.1 Please see additional The National Church of England Academy guidance document in the appendix of the policy
- 8.6.2 Please see additional The National Church of England Academy guidance document in the appendix of the policy
- 8.6.9 The National Church of England Academy ensures that all staff and students are educated with regards to the steps they can take to protect themselves online, this is delivered through yearly safeguarding refresher training, tutorial programme and curriculum.

9 Supporting pupils

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

- 9.1-9.9 Please see additional The National Church of England Academy guidance document in the appendix of the policy.

10 Supporting employees

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

11 Preventing bullying

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

- 11.1 The National Church of England is committed to creating a 'Culture of Kindness' which is underpinned by the Academy ARCH values, most notably 'Respect'.

11.7 The National Church of England Academy has safe spaces that can be accessed by vulnerable children, the House Reception office and nurture group provide this facility for students when needed.

11.8 The National Church of England Academy is committed to celebrating success and promoting achievement this is done formally every half term in House celebration assemblies where awards are given for our ARCH values.

12 Support

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

12.1 Please see additional The National Church of England Academy guidance document in the appendix of the policy.

12.3 Regular online safety advice and updates are sent out to all stake holders.

12.4 The National Church of England Academy commits to taking appropriate, proportionate and reasonable action in line with Nottinghamshire County Council guidance which or affects students, even when they are not on Academy premises.

13 Education and training

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

13.1 All staff have annual face to face training through the safeguarding refresher and subsequent updates through twilight sessions and the Educare platform.

13.2 Regular updates on research and publications around all forms of bullying and exploitation are sent to staff via the staff Bulletin.

13.3 Anti-bullying is delivered extensively throughout the curriculum at The National Church of England Academy through the academy displays, the cultural calendar, tutorial programme and assemblies.

14 Involvement of pupils

The National Church of England Academy agrees with and follows all aspects set out in the DALP policy.

14.1 Student council will review the anti bullying policy and annex three times each academic year with the Pastoral team and Assistant Principal Behaviour and Attitudes.

14.2-14.4 Student voice around bullying will be carried out three times a year, all students will be involved, responses will be collated by the House team and relevant actions and feedback to students will be put in place.

14.5 The National Church of England Academy publicises details of internal and external support in the student planner, on the TV screens, on tutor boards, on wellbeing business cards and on the Academy website so all stakeholders have access to the information.

15 Involvement of parents and guardians (complaints procedure)

The National Church of England agrees with and follows all aspects set out in the DALP policy.

15.1 Key information about bullying is available to parents and guardians through the safeguarding tab on the academy website, student planner, safeguarding poster in reception, regular email updates, termly safeguarding newsletter.

15.5 The National Church of England Academy complaints procedure can be found on the website under the 'Our Academy' tab in the 'Policies' section.

16. Supporting students

Students who have been bullied will be supported by:

- Reassuring the student and providing continuous support.
- Offering an immediate opportunity to discuss the experience with their tutor or Head of House.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and guardians.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Students who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/guardians to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.

- Sanctioning, in line with academy behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

17 Monitoring and review

The National Church of England agrees with and follows all aspects set out in the DALP policy.

17.1 The National Church of England's Academy governor for Behaviour and Attitudes will be the lead governor for anti bullying, they will work with the Assistant Principal for Behaviour and Attitudes and the designated safeguarding lead to report on specific Academy issues via ERM and other appropriate forums.

18 Useful links

The National Church of England agrees with and follows all aspects set out in the DALP policy.

19 Review of policy

This annex is reviewed annually by the Academy in the Summer Term in time for the next academic year. We will monitor the application and outcomes of the annex to ensure it is being applied effectively.