

Anti-Bullying Policy - Appendix

East Leake Academy

January 2024

Office use

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Associated documents:			
See Pages 12 & 13 Local Academy Positive Engagement for Learning Policy			
Links to:			
<p>Keeping Children Safe in Education 2023: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1161273/Keeping children safe in education 2023 - statutory guidance for schools and colleges.pdf</p> <p>Working Together to Safeguard Children: Working together to safeguard children - GOV.UK (www.gov.uk)</p> <p>Preventing and Tackling Bullying: Preventing bullying - GOV.UK (www.gov.uk)</p> <p>Equality Act 2010 guidance: Equality Act 2010: guidance - GOV.UK (www.gov.uk)</p> <p>Education and Inspections Act 2006: Education and Inspections Act 2006 (legislation.gov.uk)</p> <p>Statutory Guidance for Relationships Education, Relationships and Sex Education and Health Education guidance (publishing.service.gov.uk)</p> <p>Nottinghamshire Safeguarding Partnership (NSCP) Policy, Practice and Guidance: Nottinghamshire Safeguarding Children Partnership</p> <p>Nottinghamshire Academics' Portal – Tackling Emerging Threats to Children (TETC): Information and Resources for Academics NCC Academics Portal (nottinghamshire.gov.uk)</p> <p>Anti-Bullying Alliance website for information about bullying, Anti-Bullying week, whole academy approaches etc.: Anti-Bullying Alliance</p> <p>Diverse Academies Anti-Bullying Policy: Anti-bullying.pdf (diverseacademies.org.uk)</p> <p>Diverse Academies Online Safety Policy: Online-Safety.pdf (diverseacademies.org.uk)</p>			

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1 Introduction & Purpose

At East Leake Academy we aim to provide a supportive, caring, and friendly environment which allows all our students to learn in an atmosphere which is focussed on improving their life chances and helping them to maximise their potential. We expect our students to act safely, and feel safe, in and outside of academy – we do not tolerate any form of bullying and we are committed to preventing and tackling it. We recognise that as children learn and grow together, they may experience fallouts with their peers, but we are committed to supporting our students to resolve these ‘relational conflicts’ and stop them from progressing to bullying behaviours. If an incident of bullying does occur, we believe our students, parents/carers and staff should feel confident in reporting it and know that that all incidents will be dealt with promptly and effectively. Bullying will never be tolerated at our academy.

At East Leake Academy we encourage open discussions around differences between people, we actively challenge prejudice, and we celebrate diversity. We adopt a contextual safeguarding, trauma-informed and strengths-based approach to bullying and child-on-child abuse, and we are committed to working with families and outside agencies where appropriate.

2 Academy Ethos

East Leake Academy community recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our academy can help to create safe, disciplined environment, where students are able to learn and fulfil their potential.

Our Community:

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships, to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our students are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the academy to uphold the anti-bullying policy.
- Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

3 Policy Development

This policy has been developed to reflect the most recent Keeping Children Safe in Education (KCSiE) Statutory Guidance (2023) and was formulated in consultation with the whole academy community with input from:

- Members of staff (through staff meetings, consultations, focus groups and surveys)

- Parents/carers (through parents evening, meetings, focus groups and parent surveys)
- Students (through the academy council, student leadership teams, pupil voice and surveys)
- Governors (through governor meetings and governor training)
- Other partners (discussions with breakfast clubs, after academy providers, local PCSO etc.)

This policy is available:

- Online at <https://www.eastleake-ac.org.uk/our-academy/academy-policies/>
- From the academy office

This policy is reviewed and evaluated throughout the academic year. It is updated annually.

4 Roles and Responsibilities

All staff at our academy are aware that children may bully other children, and that this can happen both inside and outside of academy, and online. All staff understand the academy's Anti-Bullying strategy and approach and know the important role that they each have in preventing and tackling bullying.

The Principal has overall responsibility for Anti-Bullying at our academy. They are responsible for appointing an Anti-Bullying Coordinator and liaising with the governing body, parents/carers, the Local Authority, and outside agencies when appropriate.

The Anti-Bullying Coordinator (AP – Behaviour & Attitudes) is responsible for:

- Policy development and review (ensuring that students, staff, governors, and parents/carers have opportunities to contribute)
- Implementing the policy and monitoring/assessing its effectiveness
- Managing the reporting and recording of bullying incidents
- Coordinating Anti-Bullying training and support for staff and parents/carers where appropriate
- Monitoring the effectiveness of strategies for preventing bullying behaviour

The Designated Safeguarding Lead/Leads (DSL) and their Deputy/Deputies in our academy is/are named at: <https://www.eastleake-ac.org.uk/our-academy/safeguarding/>.

Safeguarding is the responsibility of all, however all staff, parents/carers and students need to be aware of who to report to and how to report any safeguarding concerns.

The nominated Governor with responsibility for Anti-Bullying and Behaviour is Gareth Roberts.

5 What is bullying and how does it differ to relational conflict?

At East Leake Academy we have adopted the definition of bullying provided by the Anti-Bullying Alliance:

“Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”

We recognise that bullying can take many forms and can affect any child. It is often motivated by prejudice against particular groups (for example on grounds of race, religion, gender, sexual orientation, special educational needs, or disabilities, or because a child is adopted, in care or has caring responsibilities). Bullying can be motivated by actual differences between children, or perceived differences.

However, we also recognise that incidents may occur between students, which may not be deemed as ‘bullying’ but still require support or intervention from trusted adults. These incidents may be referred to as ‘relational conflicts’ or falling out. Relational conflict differs to bullying in the fact that it is usually between individuals or groups who are relatively similar in power and status (a power balance), and the behaviours or incidents occur occasionally (not repetitive) or occur by accident (not intentional). Usually, following a relational conflict incident, students show remorse and there is a general willingness to make things right or to resolve the conflict.

Not all relational conflict or falling out leads to bullying, but our academy is aware occasionally some can, and we are mindful that unresolved bad feelings or relationship problems left unaddressed can be the start of a pattern of behaviour in which the intention becomes to cause harm or distress.

Although bullying and relational conflicts can take place between individuals, we recognise that it often takes place in front of others (either physically, verbally or virtually), students who witness these incidents/behaviours are often referred to as ‘bystanders’.

Regardless of whether an incident or situation is deemed as ‘relational conflict’ or ‘bullying’, our academy will address the situation and support the students to resolve any negative feelings. Our academy will monitor children following a relational conflict to ensure that the situation has been resolved and does not escalate to bullying. Our academy will challenge, address, and monitor any incidents of bullying, to ensure that it does not continue and that all students feel supported (this will include the target (victim), the alleged perpetrator, any bystanders, and the wider academy community).

Note:

- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying can be a form of child on child abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development.
- SEAL definition of misconceptions of bullying: Bullying means that one child is deliberately (usually) using his or her power over another to make them feel bad. Bullying is not having a single argument or fight with some. It isn’t saying something bad to someone once when you are angry. Bullying goes on deliberately (on purpose) over a period of time

6 What does bullying look like?

At East Leake Academy we consider the context within which incidents and/or behaviours of concern occur. We will consider the motivations behind the behaviours and will take into account the age and stage of development of the students involved. Our focus will always be the safety and welfare of all children involved.

Bullying behaviour may include, but is not limited to:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal – name calling, sarcasm, spreading rumours, threats, teasing, belittling
- Emotional – isolating others, tormenting, hiding books/belongings, threatening gestures, ridicule, humiliation, intimidation, exclusion, manipulation, and coercion
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online / Cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion etc.
- Indirect – can include the exploitation of individuals such as ‘false friendships’, criminal exploitation, sexual exploitation, and radicalisation.
- Prejudice-related – derogatory and discriminatory language and behaviour including that which is racist, sexist, homophobic, biphobic, transphobic and disablist in nature. This language and behaviour may be directed towards people because of their sex, religion or beliefs, race/ethnicity/nationality; because they are lesbian, gay, bisexual, or trans, or are perceived to be, or have a parent/carer, sibling, or friend who is, because they have a learning or physical disability. Such language and behaviour are generally used to refer to something or someone as inferior.

There is no hierarchy of bullying, all forms of bullying are taken equally seriously and will be dealt with appropriately.

East Leake Academy understands that banter is an increasingly relevant part of discussions relating to bullying; however, it is important to acknowledge that banter is not inherently bullying, and it can be an important part of social bonding and friendships. At the same time, we know that some bullying in society is passed off as ‘just banter’, and we know that banter can quickly escalate to inappropriate or harmful exchanges and bullying.

East Leake Academy defines ‘prosocial banter’ as ‘playful, typically funny, teasing between friends’. Prosocial banter can occur both online and offline and includes a range of behaviours that may be verbal, physical, or information/message sharing (online). Banter can include some of bullying behaviours set out in this policy document, so it is important to distinguish between shared positive social bonding and inappropriate banter and bullying. School staff will distinguish between banter and bullying by taking careful consideration of the **intention, content, and topic** of reported incidents.

7 Where does bullying take place?

At East Leake Academy we understand that bullying is not confined to the academy premises. Bullying can take place outside of academy, on the journey to and from academy and in the local community. Bullying may also take place online (this is sometimes referred to as cyberbullying).

We will offer support and guidance to students, parents/carers and families who have experienced any type of bullying whether this has taken place inside academy, outside of academy or online. We are committed to working with outside agencies where appropriate to prevent and tackle all forms of bullying.

Note: Cyber bullying

When responding to cyberbullying concerns, the academy will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - Looking at use of the academy systems;
 - Identifying and interviewing possible witnesses;
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching students' electronic devices, such as mobile phones, in accordance with the law, specifically Page 19-20 of the DfE 'Searching, screening and confiscation at academy' advice (July 2022).
 - Requesting the deletion of locally-held content and content posted online if they contravene academy behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the academy will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and students regarding steps they can take to protect themselves online. This may include:
 - Advising those targeted not to retaliate or reply;
 - Providing advice on blocking or removing people from contact lists;
 - Helping those involved to think carefully about what private information they may have in the public domain.

8 How to report bullying concerns

At East Leake Academy we want students, parents/carers, staff, and visitors to confidently report bullying and know that their concerns will be taken seriously. We remain committed to supporting and safeguarding all children involved including the target, the alleged perpetrator, any bystanders/witnesses to the bullying behaviour and the wider academy community.

We have clear reporting systems for each group of our academy community, the effectiveness of these reporting systems is reviewed throughout the academic year and may be expanded to meet the needs of all members of our community.

Students, including bystanders/witnesses

We ask that all students report concerns of bullying or bullying behaviour to a member of academy staff – this can be any member of teaching or non-teaching staff, including a class teacher, a TA, the Principal, a lunchtime supervisor, or a member of the office team. We talk about trusted adults regularly in class and in assemblies to remind our students of who they can report concerns to.

The member of staff will listen to the pupil and make an initial note of their concerns, they will then discuss next steps with them and reassure them that they will be supported. The member of staff will make a formal record of the bullying report on the academy's recording system (Incident / Bullying Log) and other relevant members of staff will be alerted. The member of staff will directly alert the academy's Designated Safeguarding Lead if the report is deemed urgent or if a pupil is considered at risk. Any reports which outline that bullying is taking place will also be recorded on My Concern.

We understand that some students may find it difficult to tell a member of staff about their concerns verbally, we therefore have additional reporting mechanisms in place. Our academy has a discreet reporting system known as designated 'Anti-Bullying' email address (erc@eastleake-ac.org.uk) – if a pupil feels unable to tell a member of staff about their bullying verbally, they could send an email with their concerns, and these will be followed-up/responded to by the academy's Anti-Bullying Coordinator and/or a DSL.

Even if the behaviour/incident which has been reported is deemed 'not bullying' and is thought to be 'relational conflict', academy staff will still support the students involved and help them to resolve any concerns.

Parents/carers

We understand that it can be very difficult for a parent/carer to be concerned or hear that their child has been the target of bullying, has experienced bullying behaviour or is an alleged perpetrator of bullying.

We ask that if parents/carers have concerns about their child experiencing or perpetrating bullying, that they contact a member of academy staff. Initially we ask parents/carers to contact their child's class teacher/tutor (in person/via telephone call/via email/WEDUC) to explain their concerns. The class teacher/tutor will take an initial note of the concerns but may ask to schedule a meeting to allow for more time to discuss the concerns in detail. Following the report and/or the meeting, the teacher/tutor will make a formal record of the bullying report on the academy's recording system (Incident / Bullying Log) and other relevant members of staff will be alerted. The member of staff will directly alert the academy's Designated Safeguarding Lead if the report is deemed urgent or if a pupil is considered at risk. Any reports which outline that bullying is taking place will also be recorded on My Concern.

We ask that parents/carers come directly to the academy with their concerns rather than discussing them with other members of the academy community, in person or online.

Our academy remains committed to supporting students and their families in all instances of bullying and relational conflict and will respond to reports promptly. Even if the behaviour/incident which has been reported is deemed 'not bullying' and is thought to be 'relational conflict', academy staff will still support the students involved and help them to resolve any concerns.

We will endeavour to ensure that all parties are kept informed of progress and any developments, but we will also need to show due regard to GDPR. This may mean, at times, that we are not able to provide or share information or updates.

Academy staff

Our staff work closely with our students and therefore may notice a change in a pupil's behaviour or attitude that might indicate that something is wrong before receiving a report from a pupil or a member of the academy community. If staff have any concerns about a pupil's welfare or are concerned that a pupil is displaying behaviours that may show they are the target of bullying or perhaps perpetrating bullying, they should act on them immediately rather than wait to be told.

We ask that staff report their concerns to a Designated Safeguarding Lead/directly to the Principal/to the Anti-Bullying Coordinator. The member of staff receiving the report will take an initial note of the concerns and make a formal record of the bullying report on the academy's recording system (Incident / Bullying Log) and other relevant members of staff will be alerted. The member of staff will directly alert the academy's Designated Safeguarding Lead if the report is deemed urgent or if a pupil is considered at risk. Any reports which outline that bullying is taking place will also be recorded on My Concern.

Visitors

We ensure that all visitors to our academy are aware of our Child Protection and Safeguarding procedures and which staff member they should report any concerns to (the member of staff may differ depending on the purpose of the visit e.g., supply teacher, governor, external agency etc.).

We ask that if a visitor to our academy has any concerns about bullying behaviour that they have witnessed, or been told about, that they report their concerns at the earliest opportunity in person to the academy's Designated Safeguarding Lead/s, the Principal or a member of the Senior Leadership Team. We ask that visitors report their concerns in person by the end of the academy day. For example, it would not be appropriate to wait until the following day or leave a written note with concerns. The member of staff receiving the report will take an initial note of the concerns and make a formal record of the bullying report on the academy's recording system (Incident / Bullying Log) and other relevant members of staff will be alerted. The member of staff will directly alert the academy's Designated Safeguarding Lead if the report is deemed urgent or if a pupil is considered at risk. Any reports which outline that bullying is taking place will also be recorded on My Concern.

9 How our academy will respond to reports of bullying

At East Leake Academy all reports of bullying or reported concerns of bullying behaviours will be taken seriously and investigated. Even if an incident is deemed 'not bullying' or a 'relational conflict', our academy remains committed to supporting all students who have been involved and effected.

Our academy keeps records of all reports of incidents / bullying, this information is stored on our academy's recording system. These records are used to identify trends and inform our academy's preventative work. Information from these records is discussed regularly at staff meetings to ensure that all staff are kept up-to-date and are alert to any ongoing concerns. Member of staff will directly alert the academy's Designated Safeguarding Lead if the report is deemed urgent or if a pupil is considered at risk. Any reports which outline that bullying is taking place will also be recorded on My Concern.

Our staff use a contextual approach to safeguarding and each incident will be dealt with on a case-by-case basis. Some of our academy's responses may include, but may not be limited to:

- Talk to all students involved in the reported incident – this may include the target, the alleged perpetrator, and any bystanders/witnesses
- Talk to the parents (of the target and/or the alleged perpetrator)

- Implement appropriate sanctions in accordance with our academy's behaviour policy. These sanctions will be graded according to the seriousness of the incident, but will send out a message that bullying is unacceptable
- Discuss the report/incident/case with other agencies and organisations when appropriate and make referrals to those organisations when appropriate
- Liaise with the wider community if the bullying is taking place off the academy premises
- Keep in touch with the person who reported the incident/behaviour to inform them that action has been taken – this may include a pupil, a parent / carer, a member of staff or visitor, or another member of the academy community. We will endeavour to ensure that all parties are kept informed of progress and any developments, but we will also need to show due regard to GDPR. This may mean, at times, that we are not able to provide or share information or updates.
- Implement a range of follow-up support / interventions appropriate to the situation (this may include informal or formal restorative work with the target and alleged perpetrator, solution-focused meetings, individual or group work with the target, individual or group work with the alleged perpetrator, individual or group work with any witnesses / bystanders, group work with the wider-academy community etc.
- Monitor the effectiveness of actions taken and reassess/take more actions if appropriate
- Liaise with the Designated Safeguarding Lead if there are safeguarding issues or concerns – a DSL may then refer to the Nottinghamshire MASH
- Refer to the Nottinghamshire County Council 'Pathways to Provision' document and complete an EHAF if appropriate

If a parent / carer is not satisfied with our academy's actions, we ask that they follow our academy's complaint policy and procedures. This is available online from our academy website and on request from the academy office.

10. Strategies for preventing bullying

At East Leake Academy, we are committed to the safety and welfare of our students, and therefore we have developed the following strategies to promote friendly and positive behaviours and discourage bullying behaviours. Throughout the academic year, the effectiveness of these strategies is reviewed, and the variety of strategies may be expanded to address specific concerns or meet the needs of all members of our community.

The strategies we use include, but are not limited to:

- Active academy council with representatives from each year groups
- Student Leadership Team
- Anti-Bullying ambassadors – peer-mentoring schemes
- Behaviour Mentoring for identified students
- Outside agency initiatives (Positive Futures)
- Taking part in Anti-Bullying week annually (November)
- Taking part in Safer Internet Day annually (February)
- Robust R(S)HE curriculum for all year groups

- Specific curriculum inputs for online safety and cyberbullying
- Personal Development Lessons – targeted / year group specific education
- End of term / end of academic year celebration events
- Opportunities for students to share their voice and opinions – through surveys etc.
- Inclusive displays throughout the academy with a diverse range of work, photographs etc.
- Inclusive books throughout the academy raising awareness of and celebrating differences
- Counselling for identified students
- Specific initiatives for identified individuals or groups
- Information provided on the academy website for parents / carers
- Parent/carer events
- Regular staff training and development for all staff (including lunchtime supervisors and staff who support our before and after-academy clubs)
- All staff will model expected behaviour

11 Breaches / Complaints

Breaches to this policy will be dealt with in the same way that breaches of other academy policies are dealt with, as determined by the Principal and governing body.

If a parent/carer is not satisfied with our academy's actions, we ask that they follow our academy's complaint policy and procedures. This is available online from our academy website, and on request from the academy office.

12 Links with other policies

You may find it helpful to read this Anti-Bullying policy alongside the other following academy policies:

Policy	How it may link
Positive Engagement for Learning Policy	Includes details about the rewards and sanctions for students
Safeguarding Policy	Includes information about child protection procedures and contextualised safeguarding
Online Safety Policy	Includes information about children's online behaviour and details about online bullying/cyberbullying
Single Equality Policy	Includes information about our academy's approach to tackling prejudice and celebrating differences. Links to prejudice-related language and crime and the protected characteristics
RSHE / PSHE Policy	Includes information about our academy's RSHE programme and how we teach about relationships, friendships, and bullying
Complaints Policy	Includes information about how to make a complaint if you are not satisfied with the academy's response

13 Useful Links

Anti-Bullying

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk

- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceacademys

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: • www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-ofpractice-0-to-25

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS): <https://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis>

Race, Religion & Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

LGBTQ+

- Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Academics Out: www.academys-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual Harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
o A Guide for Academics:
www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Academics-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters
- Anti-bullying Alliance: advice for academy staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:
www.antibullyingalliance.org.uk/tools-information/all-aboutbullying/sexual-and-gender-related

14 Monitoring and Review

- This policy is reviewed and evaluated throughout the academic year. It is updated annually.
- The academy will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the academy's action planning.
- The Principal will be informed of bullying concerns, as appropriate.
- The AP will report on a regular basis to the governing body on incidents of bullying, including outcomes.