



Leigh Academy Mascalls Anti-Bullying Policy (2025/26)

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Introduction: Building a Safe and Inclusive Learning Environment

Leigh Academy Mascalls is dedicated to fostering a safe and welcoming space where all students can learn and thrive.

Bullying has no place in our academy, and we take a firm stance against it. This policy defines bullying, explores its various forms, outlines reporting procedures, and details the consequences for those involved.

What is Bullying?

Bullying is **repeated, unreasonable behaviour** directed towards an individual or group that causes distress, humiliation, or fear. It can be emotional, physical, and mental.

Forms of Bullying

- **Physical bullying:** Involves hurting someone physically or damaging their belongings.
- **Verbal bullying:** Includes name-calling, teasing, insults, and threats.
- **Social bullying:** Involves excluding someone from a group or activity, spreading rumours, or damaging someone's reputation.
- **Cyberbullying:** Bullying that takes place online or through electronic devices. This can include sending mean text messages, posting embarrassing pictures or videos online, or excluding someone from online groups. It also covers inappropriate and harmful behaviours expressed via digital devices such as the sending of inappropriate messages by phone, text, Instant messenger, through websites and social networking sites, and sending offensive or degrading images by phone or via the internet.

Forms of Bullying Covered by this Policy

This policy covers bullying relating to:

- Child on child abuse.
- Race, religion or culture.
- LDD (learning difficulties or disability).
- Appearance or health conditions.
- Sexual orientation (homophobic bullying).
- Young carers or looked after children or otherwise related to home circumstances.
- Gender, sexual and transphobic bullying.
- Online bullying.

Promoting Online Safety with Smoothwall

Leigh Academy Mascalls utilises **Smoothwall**, a comprehensive program that safeguards students online.

- **Filtering:** Smoothwall scans the content students type on their Chromebooks, identifying inappropriate material and filtering websites based on predefined categories.
- **Real-time Monitoring:** The **Smoothwall Monitor** system flags potential incidents as they happen by monitoring both what students type (keystrokes) and what they view on their screens.
- **Notifications:** When students attempt to access harmful content, safeguarding and college pastoral staff are notified promptly.

Smoothwall serves as an extra layer of protection for our students, both in the academy and when they access the internet with their Chromebooks at home. Students who deliberately misuse their Chromebooks to bully others will face appropriate disciplinary sanctions (refer to the Behaviour Policy for more information).

Preventing, Identifying, and Responding to Bullying

The Academy Will:

- Be vigilant in student and staff interactions and inform the student support manager or member of the college team as appropriate if any bullying concerns are raised.
- Encourage students to be vigilant and make staff aware of any known bullying.
- Work with staff and outside agencies to identify all forms of **prejudice-driven bullying**.
- Provide regular opportunities to develop students' social and emotional skills, including empathy.
- Consider all opportunities for addressing bullying through the curriculum, displays, assemblies, peer support, and Student Council.
- Have a team of **Anti-Bullying Ambassadors** trained by the **Diana Award programme** who will increase awareness, be advocates, and be highly visible ambassadors that students can report concerns to.
- Track and monitor the incidents of bullying.
- Regularly supervise key areas of the academy with the support of CCTV.
- Provide a safe place for vulnerable students.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Ensure that bullying is not tolerated.
- Provide support for students on how to be safe online (e.g., assemblies, form time, RSE curriculum).
- Ensure that students follow the ICT and internet acceptable use policy.
- Ensure the wireless internet connection is secured, and filtering and security measures are in place.

Involvement of Students

We will:

- Regularly request students' views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying and know who to talk to.
- Ensure all students are aware of the severity of bullying and the sanctions which may be applied.
- Involve students in anti-bullying campaigns.
- Offer support to students who have been bullied and to those who are bullies in order to address the problems they have.
- Students should report concerns via the Incident Reporting Form which is accessible via their Google Classroom.

Parents and Carers Should:

- Know to contact their child's **Advisor and College Team** in the first instance.
- Have access to the behaviour/anti-bullying policy.
- Be supported when bullying is reported.
- Be knowledgeable about our complaints procedure.
- Be able to access independent advice about bullying.
- Work with the academy to address issues beyond the academy gates that give rise to bullying.

- Email college teams with any concerns (e.g., earhartcollege@mascalls.latrust.org.uk, shackletoncollege@mascalls.latrust.org.uk, lkcollege@mascalls.latrust.org.uk).

Creating a Safe and Respectful Environment: Preventing Sexual Harassment

Leigh Academy Mascalls is committed to fostering a learning environment free from sexual harassment. This includes any unwelcome sexual behaviour, comments, jokes, or advances.

- **Supporting Victims:** Students who experience sexual violence or harassment will receive full support and appropriate resources/guidance from the pastoral team.
- **Education and Prevention:** Through positive and informative RSE (Relationships and Sex Education) lessons, students will gain a clear understanding of concepts like **consent, sexual violence, and sexual harassment**.
- **Consequences and Sanctions:** Any student found engaging in sexualised behaviour will face disciplinary action aligned with the academy's behaviour policy. Depending on the severity, **the authorities (Police and Social Services) may be involved**.

Reporting Procedures

We encourage all students who experience or witness bullying to report it immediately.

There are several ways to report bullying:

1. **Tell a member of staff:** A teacher, Student support manager, academy administrator, parent, or another trusted adult.
2. **Use the reporting system:** Use the Incident Reporting Form which is accessible via their Google Classroom.

What Happens When Bullying is Reported?

All reports will be taken seriously and investigated promptly. The academy will take appropriate action to stop the bullying and ensure the safety of the student who was bullied.

Actions may include:

- Talking to the students involved to understand what happened and to take appropriate disciplinary action.
- **Mediation:** In some cases, mediation may be an option to help resolve the conflict.
- **Support for the student who was bullied:** This may include pastoral support or external support to help them cope.

Consequences for Bullying

Bullying is a serious offence and will result in disciplinary action. The consequences will vary depending on the severity of the bullying. These may include:

- Internal Inclusion Room
- Off site direction to another academy
- Suspension
- **Permanent exclusion**

Prevention

The academy is committed to prevention, including:

- Integrating anti-bullying education into the curriculum.
- Having clear expectations for student behaviour.

Confidentiality

The academy will keep all reports of bullying confidential to the extent possible. However, the academy may need to disclose information if there is a concern about the safety of a student.

Review

This Anti-Bullying Policy will be reviewed regularly to ensure that it is effective in preventing and responding to bullying.