Thinking Schools Academy Trust

"Transforming Life Chances"

Plympton Academy

Equality Policy

This policy was adopted on	September 2026
The policy is to be reviewed on	September 2027
Ratified by AGB:	TBC

Plympton Academy Anti-Bullying Policy

Ethos

Plympton Academy is committed to providing a safe, inclusive and supportive environment where all pupils feel valued, respected and able to learn in a positive and secure atmosphere. We celebrate the diversity of our community and promote a culture of mutual respect, kindness and courtesy, underpinned by our core values of **Community, Courage, Curiosity and Compassion**.

We adopt a proactive, coordinated approach to preventing, identifying and responding to bullying. This includes educating pupils about respectful relationships, encouraging them to report concerns, and working collaboratively with pupils, parents/carers and staff to address incidents promptly and effectively.

Bullying of any kind is unacceptable and will not be tolerated. All pupils should feel confident to report bullying, whether they are experiencing it themselves or are concerned about someone else, knowing that they will be listened to, supported and that appropriate action will be taken.

Aims

• To ensure all stakeholders have an understanding of bullying in all its forms and can differentiate between bullying and conflicts.

• To help pupils understand how their actions may be perceived as bullying by others.

• To reduce the likelihood of a pupil being a victim of bullying.

• Develop individuals' self-esteem and respect for others; develop empathy and emotional intelligence.

• To ensure all pupils are clear about the actions they should take if they are bullied or observe bullying.

• To ensure all pupils have an understanding of actions that will be taken if they experience or are involved in a bullying incident.

• Have strategies and interventions to support pupils who have been bullied.

• Have strategies and interventions to support pupils who bully.

• Ensure that a high level of awareness of the Anti-Bullying Policy and its aims is maintained through CPD, Anti-Bullying Week, and the wider curriculum.

• To provide clear procedures for staff to follow if they become aware of any bullying incident.

• Ensure that Governors, parents and members of the local community are aware of the Academy's policy on bullying.

Roles and Responsibilities

The whole school community including Governors, Senior Leadership, teachers, pupils and parents/carers have a role in ensuring the Academy remains a safe a caring place for all.

All staff will be responsible for ensuring that the policy and procedures are followed and fairly and consistently applied to ensure pupil safety.

The 'pastoral team' (including tutors, all teachers, Heads of Year, Pastoral Mentors and non-teaching staff) are responsible for ensuring pupils know the types of bullying, can differentiate between bullying and conflicts and what to do if pupils are victims of bullying.

Parents and carers are expected to take responsibility for the behaviour of their child both inside and outside the school. Parents must be aware of the use of need to monitor the use of electronic devices that could be used to cause harm.

The Definition of Bullying

Plympton Academy has adopted The Anti Bullying Alliance definition of bullying:

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involved an imbalance of power. Bullying can be physical, verbal or psychological and it can happen face to face or online.'

• A bully is a person who habitually seeks to harm or intimidate those whom they perceive as vulnerable.

• Bullying is often carried out by a group rather than a single person.

• Bullying is not the one-off or thoughtless comments or actions that can often occur. It is not the conflicts that arise between pupils, especially during the break up of friendships.

• Bullying is deliberately hurtful behaviour.

• Bullying may also occur through ignorance, e.g. by the casual use of racist, discriminatory or homophobic language.

• Bullying results in pain and distress to the victim who may feel powerless to defend themselves. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Bullying results in pain and distress to the victim.

• Bullying can take place several times a week or day. It can go on for months and even years.

• There is recognition that bullying occurs often beyond the realm of an Academy but can have manifestations in an Academy. We have an expectation of parents that they should be supportive in the process of eliminating any form of bullying.

Pupils may be bullied on the grounds of:

• Race, Nationality or language

• Gender (transphobia)

• Physical appearance

• Sexual orientation (including homophobia and biphobia)

• Disability

• Educational needs

• Socio economic status

• Religion

• Other real or perceived differences

Bullying can be:

Emotional - being unfriendly, excluding or tormenting (e.g. hiding books, threatening gestures)

Physical - pushing, kicking, hitting, punching or any use of violence

Racist - racial taunts, graffiti, gestures or assumptions

Sexual - unwanted physical contact or sexually abusive comments

Homophobic - because of, or focussing on the issue of sexuality

Verbal – name calling, sarcasm, spreading rumours or teasing.

Cyber - Mobile threats or inappropriate language and imagery by text messaging and calls, misuse of associated technology such as cameras, actions on social media applications and online gaming. The Education and Inspections Act 2006 (EIA 2006) outlines some legal powers which relate more directly to cyberbullying and gives the Headteacher (and their staff) the power, 'to such an extent that is reasonable', to regulate the conduct of pupils when they are offsite. The EIA also provides a defence for school staff in confiscating items such as mobile phones from pupils.

Education

Plympton Academy seeks to educate all pupils on the harm and impact associated with bullying. The below is a list of some of the approaches the Academy takes towards educating pupils:

• The Academy definition of bullying is displayed throughout the Academy.

• Preventative education as part of the PD curriculum where different characteristics are explored.

• Whole school calendar of events focused on inclusion, challenging prejudice and discrimination, including sexism and misogyny/misandry.

• As part of the PD curriculum, relationships and healthy relationships are explored.

• Focused weeks for Anti-Bulling

• Assemblies and tutor time focused on specifically on anti-bullying.

• Assemblies and tutor time focused on promoting British Values of Mutual Respect and Individual Liberty

• Focused weeks for Online Safety/Safety Internet Day

• Staff are trained on the Academy approach and response to bullying as part of Child on Child abuse.

• Information is shared with parents about how they can support their child.

Signs and Symptoms

A pupil may show signs or behaviour which indicate that they are being bullied. Staff, parents and pupils should be aware of these possible signs:

The pupil

• Is frightened of travelling to or from school

• Changes their usual routine

• Is unwilling to go to school (school phobic)

• Regularly feels ill in the mornings

• Begins truanting (Missed Learning Opportunity)

• Becomes more anxious or more withdrawn or more lacking in confidence

• Attempts or threatens suicide or runs away

• Begins to do poorly in school work

• Becomes aggressive, disruptive or unreasonable

• Is bullying other children or siblings

• Stops eating (money/lunch has been stolen)

• Is frightened to say what is wrong

• Gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems but bullying should be considered as a possibility and should be investigated.

Procedures

Staff

Where staff become aware of an incident or have concerns about the welfare or safety of a pupil that may be related to bullying, they must record the concern on CPOMS immediately. An automatic notification will then be sent to the Designated Safeguarding Lead (DSL), Safeguarding Team, Heads of Year, Head of Inclusion and Head of Behaviour.

Pupils involved will be asked to provide a written account of the incident using Pupil Voice statements based on the Anti Bullying Alliance framework which will then be recorded on CPOMS,

The staff identified above will oversee all reported incidents and, in collaboration with relevant colleagues, ensure that an appropriate response is implemented. They will determine and communicate the next steps, including any sanctions for those responsible, educational interventions for perpetrators and support for victims.

Sanctions will be proportionate to the nature, severity and persistence of the bullying behaviour. Each incident will be considered on its own merits and an appropriate sanction applied. This may include, but is not limited to, an apology and assurance that the behaviour will cease, a detention, a period in Reset, a meeting with parents/carers, or a temporary restriction from specific areas of the Academy. If this behaviour persists then sanctions will can escalate to reset or students will be at risk of suspension. Detentions and Reset are the Academy's primary sanctions for addressing bullying behaviour and are intended to provide both accountability and opportunities for reflection, education and behaviour change. This list is not exhaustive. In more serious cases, suspension or permanent exclusion may be considered where appropriate.

Support for victims will be ongoing and reviewed as required using the Anti Bullying Alliance framework materials / guidance. Where concerns are repeated or ongoing, a personalised safety plan will be developed and agreed between the pupil, the Academy and their parent(s)/carer(s) to help ensure the pupil's continued safety, wellbeing and access to education.

Students

If you are a victim of bullying:

• Tell a member of staff who you feel comfortable talking to.

• The member of staff will report it to your Pastoral Mentor or Head of Year.

• Your Head of Year or Pastoral Mentor will talk to you and get all the details.

• A Head of Year or Pastoral Mentor will then talk to the accused person(s).

• A Head of Year or Pastoral Mentor may wish to talk to you and the accused of bullying together. Your wishes will be taken into consideration. A member of the Senior Leadership Team can also be present if you wish

If you do not feel comfortable talking to someone, please email safeguarding@plymptonacademy.org.uk

If you take part in bullying:

• You will be caught and you will have to take the consequences for your actions.

• You will be interviewed by a member of the pastoral team and the information will be shared with Head of Inclusion and Behaviour Manager

• The consequences will depend on the severity of the bullying and length of time the bullying has been carried out for.

If you witness bullying:

• Report the incident as soon as possible to any adult at Plympton Academy.

• Pupils sometimes feel reluctant to pass on the information in case they are seen to be "a grass" but stopping bullying is the right thing to do.

• You will be asked for the details by your Head of Year or Pastoral Manager and these will be taken down for reference.

Parents

Plympton Academy takes any issue seriously and will always deal with parent and pupil concerns. Parents should contact the Academy as soon as they have any concerns. Parents may be expected to attend the Academy to discuss issues.

This policy should be used in conjunction with the following policies:

- Behaviour for Learning Policy
- Equality Policy
- RHSE Policy
- Safeguarding Policy

USEFUL LINKS AND SUPPORTING ORGANISATIONS

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