Morton Academy
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Part of United Learning



Anti-Bullying Policy

September 2026

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Distribution:

The 'Anti-Bullying Policy' will be distributed to all members of staff and discussed internally on a regular basis.

Please note, this version of the document contained within the 'Policy' folder on the 'V Drive' in the 'Policy' folder is the only version that is maintained.

Any non-digital versions should therefore be viewed as "uncontrolled", and as such, may not necessarily contain the latest updates and amendments.

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ANTI-BULLYING POLICY

Statement of Intent:

Morton Academy's 'Anti-Bullying Policy' sets out the expectations of conduct at Morton Academy and the approach to ensure that all students are supported with any aspects of bullying and are able to consistently thrive in a positive learning environment in keeping with the identified core aims and values.

All student at Morton Academy are entitled to learn in a safe and supportive environment. Bullying of any kind is unacceptable, and always will be. If bullying does occur, all students should be able to disclose any issue and know that incidents will be dealt with promptly and effectively. Morton Academy are a telling Academy, meaning that anyone who knows that bullying is happening is expected to report it.

Bullying at Morton Academy is everyone's problem. All members of staff, students and families should be aware that bullying exists, and unfortunately this will often be the case in any educational setting. However, there must be a shared commitment to combat any aspects of bullying to make Morton Academy a favourable place for everyone. The responsibility for achieving the desired environment is the responsibility of all stakeholders of Morton Academy. Everyone has a duty of care to observe, monitor and report any conduct, conversation, or action which they suspect.

All members of staff have a legal obligation through such legislation as 'Keeping Children Safe in Education/Working Together to Safeguard Children' and 'The Equalities Act' to ensure that every action associated with bullying culture, however apparently small or insignificant, is dealt with and reported.

Morton Academy will work hard to ensure that bullying does not feature in our community by proactively working with all students and their families to eradicate it and promptly deal with all reported incidents. However, it must be stressed that for a prompt response to occur, incidents must be reported in a timely and detailed manner, as unfortunately despite best efforts Morton Academy cannot notice absolutely everything which may occur.

Vision:

Morton Academy believes students have the right to learn in a supportive, caring, and safe environment without the fear of being bullied. The 'Anti-Bullying Policy' is based on the Academy's basic values in its aim to prevent bullying and act appropriately and fairly towards any students involved should incidents occur.

The 'Anti-Bullying Policy' sets out the approach of the Academy to bullying and intimidation and has been produced considering guidance provided by 'The Children's Act', 'The Children and Young Peoples Plan', 'Education and Inspections Act', 'The Equality Act' and 'The Importance of Teaching' as well as being in keeping with the DFE's expectations in 'Keeping Children Safe in Education'.

Links to Other Academy Policies:

The 'Anti-Bullying Policy' should be read in conjunction with Morton Academy's 'Behaviour Policy', 'SEN Policy', and 'Equal Opportunities Policy'.

In addition, the 'Anti-Bullying Policy' should also be read with the DFE guidance on 'Preventing and Tackling Bullying – Advice for Headteachers, Staff and Governing Bodies', as well as DCSF guidance 'Tackling Bullying of Children with SEN and Disabilities May':

https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/anti-bullying-policies

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

Anti-Bullying Policy Aims:

The aims of the 'Anti-Bullying Policy' are:

- To create an ethos in which attending Morton Academy is a positive experience for all members of our community;
- To make it clear that all forms of bullying are unacceptable at the Academy;
- To enable everyone to feel safe while at the Academy and encourage students to report incidents of bullying;
- To deal with each incident of bullying effectively, taking into consideration the needs of all parties and of our community;
- To reduce the incidents of bullying and unpleasant conduct;
- To support and protect victims of bullying and ensure they are listened to;
- To help and support students accused of bullying behaviours by changing their attitudes;
- To liaise with families and other appropriate members of the Academy community;
- To ensure all stakeholders of Morton Academy feel responsible for addressing bullying.

The objectives of the 'Anti-Bullying Policy' are:

- To maintain and develop effective listening systems for students within Morton Academy;
- To involve all members of staff in dealing with incidents of bullying effectively and promptly;
- To empower all members of staff with the skills and information necessary to deal with incidents of bullying;
- To involve the wider Academy community in dealing effectively with, and if necessary, referring, bullying incidents;
- To communicate with families and the wider Academy community effectively on the matter of bullying;
- To ensure that all incidents of bullying are recorded, and appropriate use is made of the information.

For the purpose of the 'Anti-Bullying Policy', bullying is defined as:

'Behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group, either physically or emotionally'.

Common forms of bullying can be:

Emotional	Being unfriendly, excluding or tormenting
Physical	Pushing, kicking, hitting, punching or any use of violence
Sexual	Unwanted physical contact, sexually abusive or homophobic comments
Homophobic	Actions focussing on the issue of sexuality
Racist	Racial taunts, graffiti or gestures
Ableist	*D*iscrimination in favour of non-disabled individuals
Verbal	Sarcasm, spreading rumours or teasing
Online	Social media abuse, mobile phone misuse, threats by text messaging or abusive calls through associated technology

It is important to understand that bullying is not occasional falling out with other students, name calling, arguments or when the occasional 'joke' is played on someone. Students do sometimes fall out or make comments because they are upset, and this is predominantly what is often perceived as being bullying.

Therefore, when occasional problems of this kind arise, it is not always classed as bullying. It is an important part of a student's development to learn how to deal with friendship breakdowns, occasional name calling, or immature pranks. We all have to learn how to deal with these situations and develop social skills to repair relationships as well as resilience traits to be able to handle these matters accordingly.

Morton Academy understands that students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in engagement patterns, lacking concentration or truanting. These behaviours, however, do not necessarily mean that bullying is taking place. Likewise, bullying may occur without these behaviours appearing. Students must be encouraged to report bullying to members of staff to allow for prompt and effective responses to occur. Members of staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the 'Anti-Bullying Policy'.

Homophobic Bullying:

Morton Academy will take an active approach to tackle all kinds of bullying, including homophobic bullying, and will follow the guidance 'Safe to Learn: Embedding Anti-Bullying Work in Academy's – Preventing and Responding to Homophobic Bullying in Academy's'.

Homophobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people and can be experienced by:

- Students who are or who are thought to be lesbian, gay or bisexual;
- Students who are different in some way and who may not act like others;
- Students who have gay friends or family who are gay;
- Members of staff who may or may not be lesbian, gay or bisexual.

Members of staff will also challenge casual homophobic language and will ensure anyone who makes persistent remarks are withdrawn from the classroom to Independent Learning and helped to understand the consequences of their conduct in accordance with sanctions.

Sexist, Sexual and Transphobic Bullying:

Sexist bullying is based on sexist attitudes that when expressed demean, intimate or harm an individual because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

Sexual bullying has a specific sexual dimension or a sexual dynamic and it may be physical, verbal, non-verbal or psychological. Behaviours may involve suggestive sexual comments or innuendo including offensive comments and sexual reputation, or using sexual language that is designed to subordinate, humiliate, or intimidate.

Transphobic bullying stems from a hatred or fear of those who are transgender. Transgender is a term that describes individuals whose sense of their gender or gender identity is seen as being different to typical gender norms. The transgender community commonly feel that their biological body is not aligned with their inner sense of gender identity. This leads some individuals to live in the gender role in which they feel more comfortable, and which relates to their own sense of their gender identity rather than to their biological body. Transphobic bullying is commonly underpinned by sexist attitudes.

The need to address sexist, sexual and transphobic bullying will be viewed in the wider context of the Academy's duty to implement the 'Gender Equality Duty' to promote student well-being and to promote community cohesion.

Morton Academy will respond to and prevent this type of bullying by following DCSF's 'Guidance for Academy's on Preventing and Responding to Sexist, Sexual and Transphobic Bullying' which is part of the suite of documentation that comprises 'Safe to Learn: Embedding Anti-bullying Work in Academy's':

https://www.gires.org.uk/wp-content/uploads/2014/10/DCSF-01136-2009.pdf

Ableist Bullying:

Disability affects more than one billion individuals worldwide. This includes physical, developmental, neurological, psychiatric, and sensory disabilities. Culturally, there can often be a belief that disability is a disadvantage and abnormal.

Ableist bullying is often evident within colloquially language, with a lack of understanding clear of the ramifications of this. This often arises from a lack of knowledge or ignorance. This type of language and behaviour is not only hurtful and disrespectful, but it also creates a hostile environment for individuals with disabilities. It is vital that Morton Academy fosters an inclusive and respectful community where everyone feels valued and supported.

Most individuals with disabilities struggle to adapt to their impairments and meet basic everyday needs. Ableist bullying can occur in the following ways:

- Verbally in which an individual directly uses discriminatory or derogatory language to someone with a disability or perceived disability;
- Indirectly in which an individual discriminates against another individual online, or behind their back or purposefully excludes an individual with a disability or perceived disability.

Morton Academy's aim is to ensure that students understand that disabilities are normal and natural variations in human beings rather than deficits, disorders, or things that need to be fixed.

Online Bullying:

Morton Academy follow the latest 'Child Exploitation and Online Protection' agency guidance on 'Safe Internet Usage' and ensure all students are taught regularly how to protect themselves when they are accessing online platforms. Useful information and guidance can be found in Morton Academy's 'Online Safety Policy', as well as associated online material from the 'Child Exploitation and Online Protection' agency:

http://ceop.police.uk/

Morton Academy's predominant advice to families who have a child who is experiencing online misconduct is to report and block the individual(s) as a matter of urgency. Members of staff will promote and develop a culture of confident technology users, to support innovation, e-safety, and digital literacy skills. To raise awareness of appropriate online conduct members of staff will:

- Ensure Morton Academy's community understand and often discuss online safety;
- Ensure all policies and practices including safety policies are shared with all members of staff, students and families;
- Make reporting online bullying more accessible by providing and publicising different ways of reporting it;
- Promoting the positive use of technology including e-safety and digital literacy;
- Evaluate the impact of preventative initiatives by using surveys to collect feedback.

If a student is involved in bullying through the use of mobile phones members of staff will:

- Warn students about the need for care when providing their mobile phone number to others;
- Record the date and time of any offensive messages;
- Encourage students to show any messages to members of staff;
- Communicate with the families of the students involved to inform them there may be a need to contact Cumbria Police if the bullying is serious and if a possible criminal offence has been committed;
- Respond to bullying that is carried out on a persistent basis or if there is threat of violence as any other serious bullying incident;
- Consider malicious emails in the same manner;
- Treat students who take photographs or videos on their mobile phones with malicious intent in the same manner.

Bullying around Race, Religion or Culture:

Morton Academy recognise the need to be a tolerant and diverse community where racism and bullying should have no place. Every student deserves respect and a safe learning environment whatever their racial or religious background and every student needs to learn that modern British society value diversity and mutual respect.

http://webarchive.nationalarchives.gov.uk/20100413151441/http://teachernet.gov.uk/wholeAcademy/behaviour/tacklingbullying/racistbullying/

We also know that racist bullying is an aspect of bullying that Academy's find particularly challenging. The law recognises the seriousness of abuse and attacks that are motivated by racism. The Academy has a duty of law to promote race equality. Creating an ethos where racist bullying rarely happens, and is dealt with convincingly when it does, is one way in which we can fulfil that duty, and one aspect of Morton Academy's 'Equality and Diversity Policy'.

Why is it Important to Respond to Bullying?

No matter what form bullying takes, it damages both the victim and the aggressor to differing extents. Morton Academy will make use of the best information and practices available to address this problem.

Bullying affects the ability of a student to fully participate in and enjoy educational life and it is both an equal opportunity issue as well as a disciplinary offence, which the Principal, Local Governing Body and members of staff will do all in their power to resolve.

Morton Academy has a responsibility to respond promptly and effectively to issues of bullying as best as possible. However, it needs to be noted that there will be occasions whereby the Academy will struggle to address a particular issue if there is inadequate evidence which can 'prove' an incident of bullying through the balance of probabilities.

Preventing Bullying:

Morton Academy will take every opportunity to demonstrate to students through the curriculum, pastoral interventions, assemblies and by example, that it is totally opposed to bullying. Members of staff will intervene to prevent bullying incidents from taking place and will not overlook bullying or suspected bullying. We will encourage students to report any incidents of bullying to members of staff. We will ensure that all students and families are aware of the 'Anti-Bullying Policy'.

Members of staff will praise and encourage students when they show kindness and consideration to others, and this is something which is evident within Morton Academy's mission "to nurture kind and responsible young citizens who care for their community and who are committed to bettering themselves."

All incidents of bullying will be taken seriously and dealt with as quickly as possible. Members of staff will do all they can to support the victim of bullying and make it clear to the bully that this behaviour is not acceptable.

Signs and Symptoms of Bullying:

A student may indicate by signs or behaviour that they are being bullied. All stakeholders should be aware of these possible signs and that they should investigate if a student:

- Is frightened of walking to or from Academy;
- Changes their usual routine;
- Is unwilling to attend the Academy;
- Is involved with truancy;
- Becomes withdrawn, anxious, or lacking in confidence;
- Attempts or threatens suicide or runs away;
- Cries themselves to sleep or has nightmares;
- Feels regularly ill in the morning;
- Begins to perform poorly academically;
- Has possessions which are damaged or 'go missing';
- Has unexplained cuts or bruises;
- Becomes aggressive, disruptive or unreasonable;
- Is bullying other students or siblings ;
- Is frightened to say what's wrong;

- Gives improbable excuses.

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

Recording of Incidents:

Any bullying incidents are investigated using an 'Incident Investigation Proforma'. Bullying incidents are then recorded electronically. Bullying incidents are reported to the Local Authority if appropriate and to the Local Governing Body on a termly basis. Analysis of bullying incidents by the Vice Principle, the Designated Safeguarding Lead and the Heads of Year will inform future planning for intervention, raising awareness and pro-active activities.

In dealing with bullying, members of staff will:

- Not make premature assumptions;
- Listen to all accounts of the incidents;
- Adopt a problem-solving approach that encourages students to find solutions rather than simply justify themselves;
- Make regular follow-up checks to ensure that bullying has not resumed;
- Record the incident promptly, as soon as practicably possible after the incident;
- Take action to resolve the issue in line with Morton Academy's 'Behaviour Policy';
- Liaise with the Vice Principle and the Designated Safeguarding Lead to ensure there is targeted support to address underlying issues;
- Consult Cumbria Police if necessary and appropriate.

Outcomes:

- The aggressor(s) may be asked to genuinely apologise;
- Other proportionate consequences may take place, including internal sanctioning;
- In serious cases, suspension will be considered.

Supporting Victims:

- Victims will be offered an immediate opportunity to talk about the experience with members of staff for as long as it is required;
- Victims will be offered the opportunity to be a part of a restorative justice approach with the aggressor(s) if they feel comfortable with this;
- The family of the victim will be informed as soon as possible.

Supporting Aggressors:

- The aggressor(s) will be asked about what happened, predominantly to discover why they became involved in the incident;
- The family of the aggressor(s) will be informed as soon as possible;
- Morton Academy will continue to work with the aggressor(s) in order to re-educate and support them in changing their behaviour in tailored support sessions;
- The support of external agencies will be considered through an Early Help, if appropriate and necessary;
- Aggressor(s) will be offered the opportunity to be a part of a restorative justice approach with the victim(s) if they feel comfortable with this.

Dealing with Persistent Bullying:

Persistent bullying will be dealt with under Morton Academy's 'Behaviour Policy'. The aggressor(s) may be issued with:

- Detention;
- Internal Suspension;
- Suspension.

In the most serious cases, permanent exclusion may be considered if the bullying:

- Involves serious actual or threatened violence against another student;
- Amounts to persistent and defiant misbehaviour.

Useful references:

http://webarchive.nationalarchives.gov.uk/20050302035856/http:/dfes.gov.uk/bullying/

www.childline.org.uk

www.kidscape.org.uk

http://www.peersupportvic.org/

http://ceop.police.uk/

Morton Academy's 'Anti-Bullying Policy' will be monitored and reviewed annually to ensure that current legislation and best practice is recorded.

INCIDENT OF BULLYING REPORTED

Discuss the situation with the student reporting the incident and collect a detailed statement, reassuring the student throughout that the incident will be investigated

- Identify the accused student(s)
- Identify any witnesses who may have observed the incident
- Identify what, where and when the incident occurred
- Contact the parents/carers of the student reporting the incident to inform them the incident will be investigated
- 'Incident Investigation Proforma' to be used throughout the investigation

Liaise with the Head of Year and ensure that they follow up with any witnesses who may have observed the incident

- Identify accused student(s)
- Identify what, where and when the incident occurred
- Check CCTV for supporting evidence where applicable

EVIDENCE TO SUPPORT

Discuss the situation with the student who the allegation has been made against and collect a detailed statement

- Agree appropriate actions with the Vice Principle (Student Culture)
- Contact the parents of the accused to let them know the outcomes of the investigation into the incident
- Contact the parents of student who reported the incident to let them know the outcome and ensure they are satisfied
- Record everything relating to the investigation on CPOMS

NO EVIDENCE TO SUPPORT

- Discuss the situation with the student who the allegation has been made against
- Explain there is not enough evidence but the situation will be monitored

- Discuss the situation with the student who reported the incident and explain there it not enough evidence but you will be monitoring situation
- Contact the parents of the students involved and explain the situation
- Record everything relating to the investigation on 'Incident Investigation Proforma', then subsequently CPOMS

Incident Investigation Proforma

ALL INCIDENTS SHOULD BE RECORDED ON CPOMS AS A PRIORITY. ONCE THE INCIDENT HAS BEEN FULLY INVESTIGATED, ALL ASSOCIATED ACTIONS AND OUTCOMES SHOULD ALSO BE CLEARLY RECORDED ON CPOMS.

PHYSICAL INCIDENT ☐ RACIST INCIDENT ☐ VERBAL INCIDENT ☐
HARMFUL SEXUAL BEHAVIOUR INCIDENT ☐ ONLINE INCIDENT ☐ ONE-OFF INCIDENT ☐

		ACTIONS/NOTES	
1	**DATE REPORTED:**		
2	**SUMMARY OF THE INCIDENT:**		
3	**LEAD STAFF:**		
4	**STATEMENTS COLLECTED:**	VICTIM(S) ☐ ACCUSED ☐ WITNESSES ☐ CCTV ☐	
5	**VICTIM(S) AND YEAR:**		
6	**ACCUSED AND YEAR:** (**CHECK IF THIS IS A REPEAT INCIDENT, AND IF IT IS, CONSIDER ESCALATION**):		
7	**HEAD OF YEAR SUGGESTIONS FOR ACTIONS AND OUTCOMES:**		
8	**SIGNATURE OF APPROVAL FROM VICE PRINCIPAL:**		
9	**ACTIONS/OUTCOMES:**	RESTORATIVE JUSTICE ☐ INDEPENDENT LEARNING ☐ PARENTAL MEETING ☐ OTHER ☐ _____	
10	**PARENTAL CONTACT MADE BY WHO?**		
11	**STUDENT FEEDBACK MADE BY WHO?**		

STUDENT(S) SIGNATURE:_____

SIGNATURE OF APPROVAL FROM VICE PRINCIPAL:_____

ONCE THE ABOVE HAS BEEN COMPLETED, PLEASE ENSURE ALL STATEMENTS ARE SCANNED INTO CPOMS AND ATTACHED AS ACTIONS AND OUTCOMES. A HARDCOPY OF THE 'INCIDENT INVESTIGATION SUMMARY' SHOULD BE HANDED TO A VICE PRINCIPAL FOR FILING.