



# NOTTINGHAM GIRLS' ACADEMY

*We believe in creating a community empowered with the qualities,  
skills and qualifications to enter the next phase of life with  
confidence and ambition.*

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 @NottmGirlsAcad

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Dear parent/carer

At the Nottingham Girls' Academy we will not tolerate bullying. We aim to create an inclusive ethos that values kindness and compassion. We work hard to ensure that positive relationships and a supportive culture make it easy for pupils to speak to staff about issues they may be having. It would be naive to say that bullying does not exist at the Nottingham Girls' Academy but we believe it is rare and that we do all that we can to stop it when it is identified.

To be able to talk about, and therefore deal effectively with bullying, it is important that we have a shared understanding of what bullying is and is not. We have been reviewing our policies on behaviour and attendance recently and felt that this clarity was missing.

Although there is no legal definition of bullying, Bullying UK apply the following:

*"Bullying is repeated behaviour which is intended to hurt someone either emotionally or physically."*

Furthermore, the Australian National Centre Against Bullying goes on to clarify what bullying is not:

- *single episodes of social rejection or dislike;*
  - *single acts of nastiness or spite;*
  - *random acts of aggression or intimidation;*
  - *mutual arguments, disagreements or fights."*

(It should be noted that if something of this nature happened, it would still be considered unacceptable behaviour and dealt with accordingly).

In assemblies this week, we have found both the definition and the clarity on what does not immediately constitute bullying useful to use with pupils. We will be applying these at the Nottingham Girls' Academy from now on.

Bullying can wreck lives and it is important that we work together to make sure it is identified and dealt with as quickly as possible. It can take many forms and can happen in many places, including online. In particular, I would ask you to be vigilant about your daughter's use of social media, such as Facebook, Twitter, Instagram or Snapchat.

For all of these sites, and many others, users are required to be a minimum of 13 years old but many lie about their age to gain access before the age of 13. There are also free to use parental control apps that can help you manage your daughter's screen time and access to the internet, such as OurPact. /PTO...

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- *We strive to fulfil everyone's learning potential.*
  - *We value high standards, hard work and a ceaseless desire to improve.*
  - *We provide a safe, kind, nurturing and inclusive environment.*
  - *We enjoy the journey together.*



To maintain the development of a kind and compassionate culture at the Nottingham Girls' Academy, we will continue to promote our Random Acts of Kindness initiative. Through assemblies last week, I have also asked all pupils to consider setting themselves a New Year's resolution of 'being kinder'. We already have lots of fabulous examples of our pupils doing just that which you can see by following @NottmGirlsAcad on Twitter.

As part of this week's assemblies, we have shared possible signs of bullying with the pupils. In doing so, we hope that our community will look out for one another and alert staff to any concerns they have. We are also looking into the possibility of setting up an anonymous online reporting form to make this easier. Finally, if you as parents and carers have any concerns, we would be grateful if you could contact your daughter's Head of Year to discuss them.

Yours faithfully



**Mr D Tungate**  
**Principal**

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