

11 November 2019

Dear parent/carer

The start of Anti-Bullying Week is an appropriate point in the year to revisit the Academy's approach to tackling any potential breakdown in student relationships with each other.

At the Nottingham Girls' Academy we will not tolerate bullying whether emotional or physical. 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 immediately it occurs.

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. To help achieve this we have reviewed our policies on behaviour and attendance recently to ensure that this clarity is embedded.

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).

Our assemblies this week will focus on kindness and we will also be reminding students what does, and does not, immediately constitute bullying to help avoid any unnecessary misunderstandings.

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.

PTO...

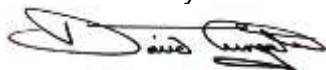
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- *We strive to fulfil everyone's learning potential.*
 - *We value high standards, hard work and a ceaseless desire to improve.*
 - *We provide a safe, kind, nurturing and inclusive environment.*
 - *We enjoy the journey together.*

For all of these Social Media sites, and many others, users are required to be at least 13 years old but many lie about their age to gain access before they reach this minimum age. There are many free to use parental control apps that can help you to manage your daughter's screen time and access to the internet, such as OurPact. It is also worth visiting internetmatters.org for further help and guidance.

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. We will also be encouraging students and staff to join in with our very own 'Odd Socks Day' on Friday 15 November; which is part of a national campaign for Anti-Bullying week.

We are confident that our community will continue to look out for one another and alert staff to any concerns they have but, 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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