



# ANTI-BULLYING POLICY

Reference this policy is aligned to with LCC	n/a
Agreed with Support Staff Trade Unions	n/a
Adopted by the Governing Body	<b>September 2018</b>
Next Review Due	<b>September 2019</b>
Agreed with Teacher Trade Unions and Professional Associations	n/a

## Introduction

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At Welland Park Academy we are committed to providing a caring, friendly and safe environment for all students so they can learn in a relaxed and secure atmosphere. **Bullying of any kind is unacceptable at our school.** If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. Nobody deserves to be bullied and everyone has the right to be treated with respect.

## What is Bullying?

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The ABA [Anti-bullying alliance] defines bullying as:-

‘the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.’

We believe that bullying is a wilful, conscious intent to hurt, threaten or frighten an individual. We would not treat isolated instances of hurtful behaviour, teasing or arguments between individuals wouldn't as bullying.

Types of Bullying:-

- Emotional - being unfriendly, excluding, deliberately isolating, tormenting
- Verbal - name calling, sarcasm, spreading rumours, teasing
- Physical - pushing, kicking, hitting, punching or any use of violence
- Cyber:
  - all areas of internal misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging
  - Misuse of mobile phones both texts and calls. Misuse of cameras and dissemination of images

Reasons for Bullying:-

- Racist/religious/cultural – this is where the motivation for bullying is based on the target's skin colour, culture, nationality or faith
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic/Biphobic – based on an individual's sexual orientation or perceived sexual orientation
- Transphobic – based on an individual's gender identity, perceived gender identity.
- Disabilist and SEN - discrimination over disability or special educational needs
- Discriminative - passing judgements and treating people differently due to home structure eg looked after children, socio-economic status, young carers
- Appearance or health conditions – where an individual or group are targeted because of their physical appearance or a health condition for example a disfigurement, a traumatic injury, severe skin condition.

## Aims of the policy

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- To encourage students to develop positive attitudes towards self and others.
- To create a secure and caring environment for all students.
- To ensure all governors, teaching and support staff, students and parents have an understanding of what bullying is, what the Academy policy is on bullying and what they should do if bullying arises.
- To make it very clear that bullying will not be tolerated.

## Policy into practice – staff should...

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### Observe & Report

- Watch for early signs of distress in students e.g. Deterioration of work, erratic attendance, being isolated and withdrawn (while this behaviour may be symptomatic of other problems it may also be the early signs of bullying). This happens both in class and during unstructured time by people such as dinner time staff and staff on duty.

### Listen

- listen carefully and record all incidents via SIMs
- Provide a quiet area where the student can talk with someone he/she trusts
- Remember you may have to pass on and act on any received information and therefore staff should not agree to keep a confidence
- Make every student feel valued and supported and that you care

### Act

- Do not ignore incidents of bullying
- Do something positive by intervening in the incident
- Take all incidents seriously
- Use your judgement about the appropriate handling of each situation
- Refer the incident to the appropriate Progress Leader / Form Tutor
- Give positive support to the targets of bullying
- Head of Years or Student Support Managers will log the incident on the Bullying Log
- The Bullying Log will be monitored by the VP and Progress Leaders to establish if there are any patterns that can be identified eg protagonists, targets/types/ location

**If we know or hear of any incident of bullying, we have a responsibility to deal with it.**

### Action taken

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- allow time to deal with the incident thoroughly, all students need to feel listened to
- Written statements from target, accused student and witnesses
- Warnings (verbal and written)
- Letters / contact with home, both target and culprit
- Parents informed and invited in if appropriate
- Punishments administered, i.e. Detentions, loss of breaks/lunchtime
- Counselling, for both target and bully
- Incidents will be reconciled on SIMs and placed on the log of Bullying Incidents
- Where bullying outside school is reported, it will be investigated and acted on. The Head teacher will consider whether it is appropriate to notify the police

- Lunchtime supervision staff use incident slips to report any instances of bullying and these are recorded on SIMs and dealt with. Supervision staff monitor known hotspots.

Welland Park Academy Behaviour Policy can be viewed via the school website.

**If bullying is serious and repeated, other sanctions such as exclusion from school may be used**

## Follow up

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It is important that the problem is monitored effectively. Often an issue may continue if not checked. Staff dealing with the incident should re-interview the student being bullied at regular intervals and any additional appropriate action taken, i.e. Support/Counselling.

The Head of Year will have a major responsibility for ensuring this monitoring is effective and appropriate, possibly through the Form Tutors.

Incidents will be recorded on the Bullying Log which is administered via Vice Principals, Progress Leaders and Student Support Manager.

## Students should

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- Try to be assertive, shout '**NO**' loudly and walk confidently away, even if you don't feel that way inside
- Try not to show that you are upset, which is difficult
- Stay with groups of people; there is safety in numbers
- Tell a responsible adult as soon as you can
- Go to the Peer Support drop in and talk to them
- Not fight back as this often makes things worse
- Tell yourself that you do not deserve to be bullied
- Always inform somebody; never keep quiet about it and think it will go away, whatever the bullies say
- Report to any of the following: Form Tutor, Progress Leader, School Nurse, Pastoral Team and fill out an incident sheet
- Fill out a bullying slip and post in the black box outside the Pastoral Office (if you would rather not report it verbally)

**Remember, your silence is the bully's greatest weapon!**

## Witnesses

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- Take action when someone is being bullied or is in distress. Watching and doing nothing looks as if you are on the side of the bully and as such you are involved as a 'bystander'.
- If you cannot get involved yourself, tell an adult immediately or speak to one of the bullying ambassadors, peer supporters, wellbeing mentors.
- You have a responsibility to report it. It is not telling tales, it is simply being fair. Nobody likes bullying behaviour.

- Do not condone bullying behaviour or be a bystander.

## **We can deal with it if we know about it!**

### **Parents**

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- Watch for signs of distress in your children, unwillingness to attend school, bruising, requests for money or having missing equipment.
- Take an active interest in your child's social life. Discuss friendships, how lunchtime is spent, etc.
- Inform the school immediately if you feel your child may be a target of bullying behaviour. Initial point of contact should be the child's Form Tutor or Progress Leader.
- Don't encourage your child to hit back; it often makes matters worse.
- Vulnerable students are encouraged to participate with activities that take place in the A.C. department during lunch hours.

### **School**

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- Use any learning opportunities to talk about ways of behaving towards one another.
- Ensure that students are aware of what bullying is
- Deal quickly and firmly with any complaints.
- Make sure the child knows this policy and 'what to do if'.
- Follow incidents up to make sure things are still ok.
- Promote the Academy's Anti-bullying Policy at every opportunity, i.e. Assemblies /PHSE/Form Tutor & Activities/ staff training.
- The school will follow the anti- bullying policy for issues that occur on the way to school and when leaving school.
- Incidents involving social media will be dealt with in line with the e-safety policy
- Police will be informed of incidents where appropriate

Bullying is not an inevitable part of school life, not a necessary part of growing up and does not usually sort itself out.

**By working together we can stamp it out.**

### **Review Process**

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The Anti Bullying policy is reviewed every 2 years and goes out for consultation to parents, staff and governors.

## Special Organisations

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The following organisations provide support for schools and parents dealing with specific bullying issues including the social, mental or emotional effects caused by bullying.

The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support school staff and assertiveness training for young people.

### **Cyber-bullying and online safety**

ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves.

The UK Council for Child Internet Safety (UKCCIS): has produced a range of resources for schools, colleges and parents about how to keep children safe online, this includes advice for schools and colleges on responding to incidents of 'sexting'.

Digizen: provides online safety information for educators, parents, carers and young people.

### **LGBT**

Barnardos: through its LGBTQ Hub, offers guidance to young people, parents and teachers on how to support LGBT students and tackle LGBT prejudice-based bullying

EACH: (Educational Action Challenging Homophobia): provides a national Freephone actionline for targets of homophobic or transphobic bullying and training to schools on sexual orientation, gender identity matters and cyberhomophobia.

Proud Trust: helps young people empower themselves to make a positive change for themselves and their communities through youth groups, peer support, delivering of training and events, campaigns, undertaking research and creating resources.

### **SEND**

Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying.

Information, Advice and Support Service Network: Every local area has an information, advice and support service providing information, advice and support to disabled children and young people and those with SEN and their parents.

## **Mental Health**

MindEd: provides a free online training tool for adults that is also available to schools. It can be used to help school staff learn more about children and young people's mental health problems. It provides simple, clear guidance on mental health and includes information on identifying, understanding and support children who are bullied.

## **Race, religion and nationality**

Educate against Hate: provides teachers, parents and school leaders practical advice and information on protecting children from extremism and radicalisation.

Tell MAMA: Measuring Anti-Muslim Attacks (MAMA) allows people from across England to report any form of Anti Muslim abuse. MAMA can also refer victims for support through partner agencies.

## **Sexual harassment and sexual bullying**

Disrespect No Body: a Home Office led campaign which helps young people understand what a healthy relationship is. This website includes teaching materials to be used in the classroom.

Last revised: December 2018

Due to be revised: September 2020