



ANTI BULLYING POLICY

(AS PART OF THE STUDENT BEHAVIOUR POLICY)

WELLAND PARK ACADEMY	
ADOPTED BY THE ACADEMY ON:	January 16
NEXT REVIEW BY THE ACADEMY ON:	August 18

Anti Bullying Policy

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?

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.’

Bullying is a wilful, conscious intent to hurt, threaten or frighten an individual. ‘Isolated instances of hurtful behaviour, teasing or arguments between individuals wouldn’t be seen as bullying’ – Torfaen definition.

Bullying can be:-

- Emotional - being unfriendly, excluding, deliberately isolating, tormenting.
- Verbal - name calling, sarcasm, spreading rumours, teasing.
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact or sexually abusive comments.
- Cyber Bullying - all areas of internet 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.
- Homophobic/Transphobic/biphobic - the use of language to demean, put down or upset others.
- Lookist - discrimination on grounds of appearance.
- Classist - discrimination on grounds of social class.
- Disabilist and SEN – discrimination over disability or special educational needs
- Discriminative - passing judgements and treating people differently due to home structure eg Foster care or looked after children

Aims of the Policy:-

- 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:-

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 Head of Year / Form Tutor.
- Give positive support to the victims 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 HOYs to establish if there are any patterns that can be identified eg protagonists, victims/types/ location.

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

Action Taken:-

- allow time to deal with the incident thoroughly, all students need to feel listened to.
- Written statements from victim, accused student and witnesses.
- Warnings (verbal and written).
- Letters / contact with home, both victim and culprit.
- Parents brought into school.
- Punishments administered, i.e. Detentions, loss of breaks/lunchtime
- Counselling, for both victim and bully: Senior Assistant Principal, Head of Year,
 - Form Tutor, School Nurse, Learning Mentor, Key member of staff.
- 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..

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

Follow Up:-

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 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, HoYs and SSM.

Students should:-

- 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.

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

Witnesses:-

- 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.
- You have a responsibility to report it. It is not telling tales, it is simply being fair. Nobody likes bullying behaviour.
- Only be friends with people who do not condone bullying behaviour.

We can deal with it if we know about it!

Parents:-

- 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 victim of bullying behaviour. Initial point of contact should be the child's Form Tutor or Head of Year.
- 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:-

- 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.

Bullying of staff:-

Please refer to the Dignity at Work Policy & Procedures which can be found alongside other school policies on the school website

This policy is to be read in conjunction with other policies;-
Behaviour policy/ Safeguarding policy/ ICT policy/e-safety policy

Last Revised: January 2016

Due to be revised; August 2018