

Wybers Wood Academy

Anti Bullying Policy (in conjunction with Academy Behaviour Policy)

This policy was formally adopted by Wybers Wood Academy on: 14th May 2019

The renewal date for this policy is: May 2022

Context

The overall aim of the Academy is to have an educational community which promotes and provides excellence in teaching, learning, relationships and opportunities, through high expectations and adherence to traditional values.

Therefore all members of Wybers Wood Academy have a right to feel welcome, secure and happy. Pupils should expect to learn in a supportive and caring environment without fear of bullying.

Bullying is antisocial behaviour and affects everyone. Any form of bullying is totally unacceptable in the academy. However, human nature being as it is, despite our culture of zero tolerance towards this issue, there may be some instances of students attempting to bully each other within the academy - often as a result of offsite situations or incidents. Therefore, we aim to deal with any bullying complaints firmly, fairly and promptly.

We treat bullying as a serious offence and take every possible action to keep it to a minimum.

Our Aims

- To create an environment where bullying is not tolerated.
- To ensure that all pupils are aware of their rights and responsibilities and know how to seek help if those rights are being violated.
- To encourage pupils to work well, develop good relationships and offer each other mutual support and respect.
- To encourage pupils to behave in a respectful and positive way to one another.
- To raise awareness and equip pupils to deal with bullies through PSHE programmes, assemblies, pastoral team members and peer supporters.
- To review and monitor the effectiveness of our anti-bullying policy annually

Our Definitions

Bullying can be:

- **Physical** – pushing, kicking, hitting, pinching, any form of violence, threats.
- **Verbal** – name calling, sarcasm, spreading rumours, persistent teasing.
- **Emotional** – tormenting, threatening ridicule, humiliation, exclusion from groups or activities.
- **Racist** – racial abuse, graffiti, gestures.
- **Sexual** – unwanted physical contact, abusive comments.
- **Damage to property or theft** - demanding possessions, money, deliberately damaging belongings.
- **Homophobic** – taunts, graffiti, gestures relating to the sexual orientation of a person
- **Cyber** – sending threatening or abusive text messages, emails or images. Writing abusive or negative things about people on line.

Signs of being bullied

- Unwillingness to come to school.
- Withdrawn, isolated behaviour.
- Complaining about missing possessions.
- Refusal to talk about problems.
- Being easily distressed.
- Damaged or incomplete work.
- Regularly feeling ill.
- Work not completed to usual standard.
- Setting off for school particularly early or late.
- Tearfulness, depression.
- Change in pupil behaviour or confidence

What to do as a pupil

- Tell yourself that you do not deserve to be bullied and it is wrong.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.

- Stay with a group of friends, there is safety in numbers.
- Be assertive – make it clear that you want the bullying to stop.
- Walk away and report the bullying to an adult or peer supporter straight away.
- Be proud of who you are and what you stand for.
- If you know that someone else is being bullied – take action – tell an adult.
- Be sure to speak to your teacher, HEAR Partner or another adult in school

What to do as a parent/carer

- Be aware of signs of bullying in your child.
- Talk to your child about their school day.
- If you feel that your child may be a victim of bullying inform the Academy immediately.
- Reassure your child that there is nothing wrong with him or her and it is not his or her fault that they are being bullied.
- Make sure that your child is not afraid to ask for help at the Academy.

What the Academy will do

- Take all bullying problems seriously.
- Investigate incidents as thoroughly and promptly as possible.
- Ensure that bullies and victims, in the first instance, are interviewed separately.
- Wherever possible obtain information from witnesses.
- Keep detailed records of reported incidents in the Academy's pastoral systems
- Encourage the bully and the bullied to agree a resolution.
- Impose appropriate sanctions
- Inform parents/carers of bullies and bullied of serious incidents.
- Provide a clear strategy for managing future incidents.
- Provide peer supporters and access to adult support, as appropriate.
- Promote a zero tolerance of this issue within the student and staff body.

Academy activities which tackle bullying include

- Assemblies
- Class group activities
- PSHE programmes
- Displays
- School council discussions
- Peer Mentoring support
- Liaison with external agencies

Monitoring and Evaluation

This policy is monitored and evaluated through regular pastoral reviews and through consultation with the Governing Body and Academy school council.

The following performance indicators are used to evaluate the policy within the context of the pastoral support given to all students and staff.

- Behaviour on the Academy site
- Levels of punctuality and attendance
- Evidence of self-discipline
- Good manners and consideration for others
- Levels of exclusion
- Police referrals
- Referrals through the pastoral support programme for agency involvement
- Feedback from school council and parental questionnaires

Pupils' Anti-Bullying Charter

At Wybers Wood we say NO to bullying!



What is bullying?

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

That means someone or some people are doing things to deliberately make you unhappy. The things they do may hurt you – hitting, kicking, tripping you up for example – or it may hurt your feelings – calling you names, deliberately leaving you out of play – but they continue to do it knowing you are hurting. Bullying makes you feel very unhappy: it might stop you wanting to come into school and it will affect your learning. We have to work together to stop the bullying!

What should you do?

- Tell someone! Tell your teacher, HEAR Partner, parents.
- Tell yourself that you do not deserve to be bullied and it is wrong.
- Try not to show that you are upset. It is hard but a bully likes it when you show you're frightened.
- Stay with a group of friends and ask them to help.
- Be assertive – make it clear that you want the bullying to stop. You have a right to feel safe & happy in school
- Walk away and **report** the bullying to an adult. Tell someone else if you are not happy with the actions they take
- Be proud of who you are and what you stand for.
- If you know that someone else is being bullied – take action; be a buddy – tell an adult.



What will we do?

- We promise to listen and to believe you
- We will investigate what is happening and ask witnesses so we have a clear picture
- We promise we will help you deal with the bullies so you feel safe & happy in school
- We will help you by sharing ideas of what you can do and who you can talk to if there is any further bullying
- We will talk to your parents so they can help you do the right thing if the bully continues to frighten you
- We will talk to the parents of the bully/bullies so they can help them to make good choices

