



Anti-Bullying Policy

Adopted: September 2020

Reviewed: September 2022

Wybers Wood Academy

Anti-Bullying Policy (In conjunction with Academy Behaviour Policy)

This policy was formally adopted by Wybers Wood Academy on: 7th July 2020

The renewal date for this policy is: July 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

If you are bullied...

Do....

- Ask them to STOP if you can
- Ignore them
- Walk away
- Tell an adult
- Talk to a school council member
- TELL SOMEONE

Don't....

- Believe what they say
- Retaliate
- Think it's your fault
- Hide it

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
- JLT 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 AAB and Academy JLT.

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