

The South Wolds Academy and Sixth Form



Anti-Bullying Policy

Approved by: LGB

Date: January 2019

Next review: January 2022

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students, parents and carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Statement of Intent

South Wolds Academy students are expected to Be Kind, Work Hard, Aspire. The South Wolds Academy and Sixth Form is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a safe and secure atmosphere. Bullying of any kind is unacceptable and will not be tolerated at The Academy. If bullying does occur, all pupils should know who to tell and know that incidents will be dealt with promptly and effectively. This includes bullying incidents that occur online, during travel to and from school or at other times outside the school day.

The school aims:

- To create an inclusive environment, promoting diversity and celebrating equality
- To increase awareness and to encourage students to report concerns regarding bullying
- To provide protection, support and reassurance for victims
- To develop the self-confidence and self-esteem of all students
- To develop an effective range of emotional 'resilience' skills for all students
- To promote an anti-bullying ethos amongst the whole school community

What is bullying?

- Behaviour by an individual or group repeated over time, or as an isolated incident, that intentionally hurts another individual or group either physically or emotionally.

Bullying may not be confined to the school premises. Staff may discipline a pupil for: behaviour at any time that could have repercussions for the orderly running of the school or which may pose a threat to another pupil (see also Behaviour Management and Rewards policy)

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.
- Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying.

“What does bullying look like”

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying – inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- relational bullying - excluding people from groups, causing harm to a student by damaging friendships and feelings of group acceptance
- behaviour designed to exert improper control over another with the threat of physical hurt

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the ‘bystanders’ or ‘accessories’.

The Academy recognises that bullying can affect young person’s social, mental and emotional health. The Academy also recognises its responsibility to be especially alert to where bullying may have a severe impact. It is also clear that vulnerable students are at greater risk of bullying. Vulnerable students can be identified as, but not restricted to, those with a special educational need or disability those who are adopted or who have caring responsibilities or those who are suffering with health problems.

Specific types of bullying include:

- Prejudice crime related bullying of children with special educational needs or disabilities, homophobic and transphobic bullying or related to race, religion or culture
- Bullying related to appearance or health
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Relational bullying

Homophobic bullying and using homophobic language

Homophobic language is terms of abuse used towards lesbian, gay and bisexual people or those thought to be LGB. It is also used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or have gay friends, family members or their parents/carers are gay.

Dismissing it as banter is not helpful as even if these terms are not referring to a persons sexuality they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of homophobic language in our school even if it appears to be being used without any homophobic intent. Persistent use of homophobic language or homophobic bullying will be dealt with as with any other form of bullying.

Relational bullying

Relational bullying describes causing harm to a person by damaging friendships and feelings of group acceptance. It describes behaviours that are much more hidden than other forms of bullying, and are often tied up among friendship groups. For example the spreading of rumours, being excluded from groups and social events or using friendship as a bartering tool. Relational bullying can be difficult to spot because the behaviours are subtle and, as they occur within friendship groups, an outsider may have to distinguish between normal conflict and bullying.

Where does bullying take place?

Bullying is not confined to the school premises, the Academy acknowledges that the problem also persists outside school, in the local community, on the journey to and from school and may continue into Further Education.

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims. Cyberbullying and face to face bullying will be treated in the same way.

Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Prevention

The Academy will aim to prevent bullying by:

- At whole school level – through assemblies when children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.
- Supporting the school community to challenge and report bullying they may see.
- Providing opportunities during tutor time to discuss and explore the issues
- Assembly time will also be used to challenge the notion that there can be innocent, neutral bystanders with regards to the issue of bullying.
- Engaging with external agencies and speakers to model best practice and deliver sessions.
- At classroom level – especially through Personal Development the focus will be on developing strong anti-bullying messages.
- Recognising that there are particular times when students may be more vulnerable to bullying – lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.
- Student Support will be particularly used to provide support for vulnerable students.
- Students will have the opportunity to contribute to the school's Anti-Bullying Policy through the School Council.
- Highly visible anti bullying posters throughout the Academy.
- Celebration events attached to key events nationally and internationally such as Pride, Black History Month, anti bullying week.
- Self regulation strategies will be shared so that students understand that engaging in bullying behaviour is not the right choice to make.
- Students will be encouraged to organise anti-bullying campaigns in school and discourage the "bystander culture".
- Stereotypical views are challenged and pupils encouraged to appreciate and view positively the differences in others whether arising from race, culture, gender, sexuality, ability or disability. Assembly and tutor time will be used to challenge the notion that there can be innocent, neutral bystanders with regards to bullying.

Parental involvement

- The Academy is firmly committed to working in partnership with parents and carers.
- The Academy believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.
- The Academy recognises the important influence which parents/carers have on their children and would wish to enlist their support when their child is involved in bullying – either as victim or a perpetrator.
- At the Year 6 induction evening the Anti Bullying Policy will be referenced and made available to parents. Staff will be available to answer any questions about this.
- Parents who believe their children are the victim of bullying should encourage their child to share concerns with school at the earliest opportunity by:
 - Talking to their tutor or YPL
 - using the online SHARP system
 - talking to a trusted adult
 - reporting to Student Support in The Bridge. All expressions of concern will be taken seriously and investigated thoroughly.

Implementation – Reporting bullying

The Academy recognises that bullying can take place in school, on the way to and from school, online and in students' own community. Where incidents take place outside of school involving students from the Academy, action will be taken as if the incidents had taken place within school.

All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall within the school's definition of bullying, and ensure that the victim receives the support required; the bully is informed of the unacceptability of their behaviour and a record is made of the incident via SIMS.

Any member of staff receiving disclosures about bullying should immediately record the details onto SIMS under "suspected victim of bullying".

Guidance for students

If you are being bullied or harassed:

- Remember it is not your fault
- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel

After you have been bullied or harassed:

- All bullying and harassment is wrong and you do not have to stay silent about it
- Tell an adult or somebody you trust what has happened straight away. Adults in school have a responsibility to give you help and support around bullying
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you
- Keep on speaking until someone listens and does something to stop the bullying.

When you are talking to an adult about bullying, we would expect you to be clear about:

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

If you experience bullying or harassment by mobile phone, text messages, social media or email, we would expect you to:

- Don't retaliate or reply
- Save the evidence – do not delete anything
- Make sure you tell an adult who you trust
- Contact your service provider or look at their website to see where to report incidents
- Be careful who you give your mobile phone number or email address to
- Make a note of exactly when a threatening message was sent
- Block the person who is bullying you.

Guidance for parents/carers

If your child has been bullied or harassed, we would expect you to:

- Calmly talk with your child about his/her experiences
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened

- Reassure your child that he/she has done the right thing to tell you about the bullying
- Explain to your child that he/she should report this to an adult in school immediately
- Let the Academy deal with the incident. Engaging directly with other parents can often exacerbate the situation making it more difficult to resolve.

If talking with members of staff about bullying or harassment, we would expect you to:

- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask if there is anything you can do to help your child or the school
- Stay in touch with the school and let them know if things improve as well as if problems continue

If your child is displaying bullying behaviour towards others, we would expect you to:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how he/she can join in with other children without bullying
- Regularly check with your child how things are going at school
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people

If your child is experiencing any form of cyber bullying, we would expect you to:

- Ensure your child is careful whom they give their mobile phone number and email address to and who they are befriending through social media.
- Check exactly when a threatening message was sent and keep evidence of offending emails, text messages or online conversations. Do not delete messages
- Contact the school to report this
- Contact the service provider to report the incidents
- If the cyber bullying is serious and you believe there is a credible threat then contact the police using 101.

The police advise removal of all social media for a period of time.

Responding to bullying

The Academy will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. When a member of staff receives information, either directly or indirectly, that a student may have been the victim of a bullying incident, this report will be taken seriously and investigated by Student Support who will:

- Take immediate action to stop the incident and secure the student's safety
- Establish the facts by interviewing all parties concerned.
- Talk with parents
- Decide upon appropriate support and sanctions
- Implement strategies to prevent further incidents
- Escalate to other agencies as appropriate
- Monitor and support victims, parents and aggressors to ensure the bullying has not resumed.

The school will offer a proactive, sympathetic and supportive response to students who are the victims of bullying. The exact nature of the response will be determined by the particular student's individual needs and may include:

- The bully (bullies) may be asked to genuinely apologise.
- Efforts will be made to reconcile pupils through a facilitated meeting
- Teachers will be alerted to ensure the victim is supported
- Pre Exclusion or Fixed Term Exclusion may be considered Positive reinforcement that reporting the incident was the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- Sympathy and empathy
- Counselling
- Assertiveness training
- Extra supervision/monitoring
- Creation of a support group
- Peer mentoring
- Adult mediation between the perpetrator and the victim
- Work with the bully (bullies) to change their behaviour

If it is thought that the victim may be in danger then staff should seek to ensure urgent intervention and immediately inform the Inclusion Manager.

The South Wolds Academy and Sixth Form acknowledges DfE guidance "Approaches to preventing and tackling bullying" June 2018

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

HELP ORGANISATIONS:

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)
Bullying Online
Nottinghamshire County Council Anti bullying
Co-ordinator (Lorna Naylor)

020 7823 5430
www.bullying.co.uk

01623 797 193
lorna.naylor@nottscc.gov.uk

Links to other Academy policies

- Behaviour Management and Rewards
- Attendance
- EMET Safeguarding and CP Policy
- SEND Policy