



Wigston Academy

ANTI-BULLYING POLICY: STATUTORY

DATE APPROVED:	November 2019
APPROVED BY:	Executive Headteacher
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DATE FOR REVIEW:	November 2021

Signed by Executive Headteacher:

Date:

21st November 2019

CONTENTS

- Rationale**
- 1. Aims**
- 2. Defining bullying**
- 3. Proactive strategies for dealing with bullying**
- 4. Action to be taken when bullying is suspected or reported**
- 5. Disciplinary actions**

Appendix A – Advice and guidance for students and parents

RATIONALE

All members of the school community deserve the right to feel valued, equal and respected, and to be able to come to school without fear. Bullying has a serious effect on a student's self-esteem, emotional well-being and mental health, which in turn prevents them from developing their full potential and can seriously affect their life chances.

Recognising, preventing and dealing with bullying supports the aims and values of the school, in that we aspire to:

- Develop a positive and safe learning environment for students and staff.
- Promote inclusion, mutual respect, self-esteem and self-worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- Raise the standards of behaviour and levels of achievement of all.

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive students can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or student, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school.

1. AIMS OF THE POLICY

The Trust believes that its students have the right to learn in a supportive, caring and safe environment without the fear of being bullied. All institutions, both large and small, contain some numbers of students with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. The Trust also has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

It is important therefore that the school has a clear written policy to promote this belief, where both students and parents/carers are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

2. DEFINING BULLYING

Bullying is an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person.

Bullying can occur through several types of anti-social behaviour. It can be:-

- a) **PHYSICAL** e.g. punching, kicking, slapping, pushing, spitting at, etc
- b) **VERBAL** e.g. name-calling, making threats, extorting, making offensive remarks directed towards race, gender/sexuality, appearance, ability, disability, family/friends, person circumstances, etc
- c) **INDIRECT** e.g. socially excluding, starting/spreading rumours or stories, stealing/hiding/damaging belongings, defacing property,

- d) CYBER writing/displaying offensive material, etc
e.g. sending text/photographs/video messages, social network
'chatting', posting offensive information on internet sites, etc.
(Students are blocked from using social networking in school).

3. PROACTIVE STRATEGIES FOR DEALING WITH BULLYING

We have highly successful and well-developed pastoral systems and a carefully structured Pastoral Team. Students are encouraged to report all incidents of bullying, whether they are victims or bystanders, and there are a number of means for doing this. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed. All staff will respond to student, staff or parental concerns seriously and support the agreed procedures.

The issue of bullying will be raised throughout the school year and with every year group in order to maintain awareness of the issue through school assemblies and prominent pictorial displays and posters. Every opportunity to promote whole school initiatives such as anti-bullying week, theatre productions and external speakers is taken. All students are taught what bullying is and what they should do if they or someone they know is affected.

Parents and carers are encouraged to actively support the policy by promoting the School's Behaviour Policy.

'Student Voice' regularly considers issues such as bullying. Peer-support systems for vulnerable and new students is promoted and training is provided for both staff and students.

The Board of Trustees and Senior Leadership Team monitor bullying via meetings and questionnaires from students and parents.

Bullying is addressed within the PSHCE and Global Citizenship curriculum.

At the start of each new school year procedures for dealing with bullying incidents are discussed at an early staff meeting. The induction process for all new staff includes discussion of the Behaviour Policy, including the Anti-Bullying Policy.

All staff receive training on the Prevent Agenda. Students are educated on the British values of democracy, the rule of law, individual liberty, mutual respect for and tolerance of those with different faiths and beliefs and for those without faith through our curriculum provision and pastoral care. Our key values of responsibility, ambition, resilience, engagement and respect underpin the ethos of Wigston Academies Trust and we are committed to reinforcing these principles on a daily basis with all students.**4. ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED OR REPORTED**

In the event of a bullying incident the procedures and lines of action will be followed as for all other incidents of poor behaviour (as outlined in the Behaviour Policy). Details of the incident and action taken will be recorded on SIMS.

For genuine bullying incidents parents of both the victim and bully will be informed. Our prime concern will be the support and protection of the victim. Action will continue until the issue is satisfactorily resolved and the bullying ceases. The actions will be reviewed and modified in light of circumstances and if the bullying continues.

Strategies to support victims will involve staff and students. Approaches such as circle of friends, no blame approach, buddying and mentoring involvement of the school counsellor, the offer of a meeting of the victim and bully managed by an appropriate member of staff, and continued support from appropriate staff will all be considered.

We also discipline and educate the bullies in the following ways:

Talking about what happened to discover why they become involved.

Informing the bully's parents/carers depending on the frequency/nature of the occurrence.

Appropriate staff continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible; possible involvement of the school counsellor or an internal/external mentor.

With the victim's agreement, arranging a meeting of the victim and bully, managed by an appropriate member of staff.

Taking one or more of the disciplinary steps described below to prevent further bullying.

Bullying incidents will be logged and monitored. This information will be given to the Board of Trustees. Racist and homophobic bullying is recorded for the Local Authority. .

A Trustee will be nominated to have responsibility for maintaining an overview of behaviour and bullying issues through safeguarding.

5. DISCIPLINARY ACTIONS

The following sanctions will be employed and will vary depend on the type and extent of the bullying.

- Official warning to the bully to stop offending. Formal records to be kept on the student's file. Letters and/or verbal expressions of apology may be appropriate.
- Informing the bully's parents/carers by telephone/letter/meeting, depending on the nature and frequency of the incident.
- Break/lunch/after-school detentions. Withdrawal of students from general circulation at break/lunch times.
- Withdrawal of students from lessons and whole school community for a fixed period of time.
- Alternative arrangements made for travel to/from/within school.
- Fixed term exclusion from the school.
- Arrangements made for alternative educational provision or a managed move to an alternative school.

- Permanent exclusion from the school if the bullying behaviour persists despite all efforts to modify it.

APPENDIX A
ADVICE AND GUIDANCE FOR STUDENTS AND PARENTS

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

You need to do something – if you do nothing it is likely that the bullying will continue.

Remember that your silence is the bully’s greatest weapon!

- a) Tell yourself that you do not deserve to be bullied, and that it is WRONG.
- b) Be proud of who you are. It is good to be individual.
- c) Try not to show that you are upset. It is hard but a bully thrives on someone’s reaction/fear.
- d) Stay with a group of friends/people. There can be safety in numbers.
- e) Be assertive – shout “No!” Walk confidently away. Go straight to a teacher or member of staff.
- f) Physically fighting back may make things worse and you would risk getting yourself into trouble.
- g) Tell someone – teacher, other staff, friend, parent, any other trusted adult.

Staff should always take you seriously and do everything possible to help to improve the situation for you.

S : Start

T : Telling

O : Other

P : People

IF YOU KNOW SOMEONE IS BEING BULLIED

- a) TAKE ACTION! DO NOT BE A BYSTANDER! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If it is safe to do so, tell the bully to stop.
- c) If you feel you cannot get involved, tell an adult IMMEDIATELY. Staff have ways of dealing with the bully without getting you into trouble.
- d) Don’t respond by bullying the bully.
- e) Do not be, or pretend to be, friends with a bully – do not support a bully.

AS A PARENT OR CARER

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly or not complete work to their normal standard.
- b) Always take an active role in your child’s education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent, etc.

- c) If you feel your child may be a victim of bullying behaviour, inform the school IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- d) It is important that you advise your child not to fight back. It can make matters worse!
- e) Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied. Reassure, comfort and support your child.
- f) Make sure your child is fully aware of the school policy concerning bullying and that they should not be afraid to ask for help.