

Anti-bullying Strategy

September 2023

Presented to AAB: 25.9.23

The renewal date for this policy is: September 2024

Context:

At Weelsby Academy we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them to maximise their potential.

We would expect pupils to feel safe in school, including an understanding of the issues related to safety, such as bullying. We would also want them to feel confident and seek support from school should they feel unsafe.

Roles and responsibilities

The Head of Academy has overall responsibility for the policy, its implementation and liaising with the Academy Advisory Board, parent/carers, Local Authority and outside agencies and appointing an anti-bullying co-ordinator who will have responsibility for the handling and implementation of this policy.

The Anti-bullying Lead in our school is: **Mrs Flynn**

Bullying is antisocial behaviour and affects everyone. Any form of bullying is totally unacceptable in Weelsby 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, often as a result of offsite situations or incidents. Therefore, we aim to deal with any bullying complaints firmly, fairly and promptly.

We aim to:

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

Definition of Bullying

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. *Safe to Learn: Embedding anti-bullying work in school (2007)*.

How does bullying differ from teasing, or 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 **persistent**

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

What does bullying look like?

Bullying can be:

- Physical – pushing, kicking, hitting, pinching, biting, any form of violence, threats.
- Verbal – name calling, sarcasm, spreading rumours, persistent teasing, taunting, mocking, making offensive comments gossiping and spreading hurtful and untruthful rumours.
- 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 via mobile phone, social media or any online platform – sending threatening, abusive or inappropriate text messages or emails; sending offensive or degrading images, writing abusive or negative things about people on line.

All forms of bullying should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- Children
- Children and staff
- Staff
- Individuals or groups

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, Mrs Waller, Mrs Flynn or Miss Davenport.

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.

Reporting and Responding to bullying

Our school has clear systems in place to report bullying

- Children – Pupils are encouraged to tell any adult they trust if they are being bullied. This will be reinforced in assemblies, Jigsaw lessons and mindfulness sessions when children are encouraged to discuss how they feel.
- Parents/Carers – When parent/carers are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- Staff – Staff will adhere to the appropriate policies for example, safeguarding and whistleblowing policies)

All reported incidents will be taken seriously by Weelsby Academy and investigated thoroughly.

- We take all bullying problems seriously.
- Investigate incidents as thoroughly and promptly as possible.
- Ensure that perpetrators and victims, in the first instance, are spoken to separately.
- Wherever possible obtain information from witnesses.
- Keep records of reported incidents on the Academy Management Information System (CPOMS)
- Encourage the perpetrator and the victim to agree a resolution through a range of responses to the situation: solutions focused; restorative approach; circle of friends; individual work with the victim and perpetrator and referral to outside agencies if appropriate.
- Inform parents/carers
- Referral to behavioural policy and school sanctions and how these may be applied including what actions may be taken if the bullying persists.

- Follow up, especially keeping in touch with the person who reported the situation and parents/carers
- Support for the victim and the perpetrator
- Promote zero tolerance of this issue within the student and staff body

Recording Bullying

Bullying incidents will be recorded on our CPOMS by the member of staff who deals with the incident and the anti-bullying lead will be notified. The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school. The information will anonymously presented termly to the AAB.

Strategies for Preventing Bullying

As part of our on-going commitment to the safety and welfare of our pupils, we at Weelsby Academy embed the following anti-bullying strategies into our curriculum:

- Assemblies
- Jigsaw and the SEAL anti-bullying unit
- Anti-bullying week annually in November
- Specific curriculum input on areas such as cyberbullying and internet safety
- Pupil voice
- Displays around school
- School Council discussions
- Anti-bullying Ambassadors
- Student voice
- Playground buddies
- Staff training and development for all staff
- Small group work and interventions with the well-being team
- Parent workshops

Monitoring and Evaluation

This policy is monitored and evaluated through regular pastoral reviews and through consultation with the AAB 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

