



Anti-Bullying Policy for Students

September 2020

Anti-Bullying Policy for Students

1. Aims of the policy:

- 1.1 To provide a safe and comfortable environment where our students are able to learn and achieve.
- 1.2 To promote equality and diversity and to ensure the safety and well-being of all members of the Watling Academy Community.
- 1.3 To create a culture at Watling Academy where no type of bullying is ever tolerated.
- 1.4 To enable everyone to understand how to help someone who is being bullied, or who is displaying bullying behavior, in order to help to eradicate bullying.

2. Guiding principles of our approach to bullying:

- 2.1 Bullying has no place anywhere in the Watling Academy Community.
- 2.2 Bullying is wrong. There are no exceptions to this statement.
- 2.3 At Watling Academy we will work together to both prevent bullying and deal effectively with those incidents which do occur.

3. Definition of Bullying

3.1 Bullying is any action which hurts or threatens another person, physically or mentally, and which occurs repeatedly over a period of time. It is therefore different from an unpremeditated act of violence, or a disagreement that students may experience from time to time.

3.2 Bullying is done with the deliberate intention of causing distress and usually takes place repeatedly over a period of time.

3.3 Different types of bullying:

- 3.3.1 **Physical** It can be threatening, ganging up on people.
- 3.3.2 **Verbal** Name-calling, spreading rumours, abuse of your family, teasing in sport.
- 3.3.3 **Psychological** Being left out, prejudice, silent treatment.
- 3.3.4 **Protected Characteristics** Being unkind because of a protected characteristic. This may include, but is not exclusive to, sex, race, religion or beliefs, disability or sexual orientation.
- 3.3.5 **Cyber** Using social media, texting or social networking sites to be unkind or hurtful.

4. What this policy hopes to do:

- 4.1 To make sure everyone knows that bullying is not allowed at Watling Academy; that we are an open community and that we will talk to those involved if we know it is happening.
- 4.2 Provide a Policy that everyone can read to understand what bullying is; that it should always be reported and that the Academy will take it seriously.

- 4.3 Help students (and parents) know that they are safe at the Academy.
- 4.4 Reassure students (and parents) that the Academy is concerned and will help them if they experience bullying.
- 4.5 For bullies to know that bullying behaviour is not right, that they need to stop and that we can help them to stop. To enable bullies to see the victim's point of view.
- 4.6 To ensure that everyone knows how to prevent bullying.
- 4.7 To ensure that everyone knows how to report bullying.
- 4.8 To ensure that everyone knows what steps will be taken to stop the bullying once it is reported.

5. What signs or symptoms should staff, parents and students look for in a student, if they are trying to spot if he or she is being bullied?

For example, the student maybe:

- Absent a lot; does not want to go to school; feels ill in the morning; starts truanting.
- Having bad moods; is depressed.
- Lacking concentration in lessons or at home: his/her academic work is suffering.
- Not eating; experiences a loss of appetite.
- Less confident.
- Demonstrating personality changes or changes in his or her normal behaviour i.e. suddenly becomes quiet or loud.
- Stressed; feels tired.
- Not participating in lessons; sport; other activities.
- Showing signs of panic, feeling nervous, exhibiting changes in body language.
- Losing friends.
- Exhibiting a physical injury.
- Purposefully avoiding people; trying to be invisible.

Please note, a student displaying these symptoms may not always be experiencing bullying.

6. Preventing Bullying

- 6.1 Ensuring all students are aware of the abc@watling.academy email account where anyone can email a concern about bullying behavior. The pastoral team checks this daily.
- 6.2 An annual survey is carried out to discover the extent of bullying. This is carefully evaluated by the pastoral team, to look for emerging patterns and common themes.
- 6.3 Parents are consulted about their views on safety within the Academy via an annual survey, conducted at the Autumn Tutor Consultation Afternoon.
- 6.4 A series of assemblies are held throughout the academic year in order to raise the issues of bullying, so that all students are aware of what bullying is, how to combat it and how to report it.
- 6.5 The Well-being programme addresses bullying throughout the year, concentrating on themes that arise from surveys, any analysis of bullying logs.

- 6.6 Clear lines of communication are established so that those who are threatened should feel that they have someone to talk to. We encourage students, through tutor groups, not to keep quiet. Students are made aware that they can talk to tutors, Heads of Year or any teaching or non-teaching member of staff, about any incidents of bullying.
- 6.7 Any member of staff approached on a bullying matter will not ignore it. The Tutor and/or the Head of Year/Assistant Head of Year of the student will be informed immediately.
- 6.8 The Academy's physical environment is examined. We monitor all parts of the Academy to minimise places where bullying has the potential to occur. This again can be achieved through an analysis of survey data, feedback from the Student Council and through discussion with our supervisory and duty staff.
- 6.9 Each incident of any kind of bullying will be recorded on SIMs. This will give an indication of patterns which may emerge of both bullies and victims.

7. Reporting Bullying

Anyone who sees or hears bullying, or is a victim of bullying, should report it as soon as possible:

- 7.1 Students can tell any member of staff, who must deal with it there and then by making a note of the details and speaking to the student's tutor, Head of Year or Assistant Head of Year as soon as possible.
- 7.2 Students can report bullying online at abc@watling.academy or go directly to Student Support before or after the timetabled day, or at break or lunchtime.
- 7.3 Parents/carers who are concerned their son/daughter is being bullied should contact the tutor, Assistant Head of Year or Head of Year or email abc@watling.academy as soon as possible.

8. Responding To Bullying

The procedure to be adopted in dealing with any type of bullying incidents:

A decision needs to be taken initially about the level of seriousness of the incidents concerned, before beginning the anti-bullying process.

8.1 Procedure

If an incident of bullying is considered to be serious enough to warrant a serious consequence up to and including permanent exclusion, the steps below may be by-passed at the discretion of the Head of School.

- 8.1.1 After the first known incident, both the bully and the victim should be counselled by the Tutor, Assistant Head of Year or Head of Year. Parents/carers of both the victim and the bully will be contacted by a member of staff. It is likely that a consequence will be issued to the bully.

The type of consequence given will not normally be disclosed to the victim.

- 8.1.2 If the incidents continue, the parents /carers should be brought into school to see the Assistant Head of Year or Head of Year. A strategy should be developed with both sets of parents/carers concerned, to deal with the problem. A further consequence is likely to be issued to the bully.
- 8.1.3 If the incidents still continue, the parents/carers are brought in to see the Head of Year and a member of the Leadership Team. Further counselling takes place of both bully and victim. Extra support for both the bully and the victim should be sought from the wider pastoral team and a further consequence, up to and including exclusion from the Academy, will be issued at the discretion of the Head of School.
- 8.1.4 There are occasions where it is not possible to prove cases of bullying. It cannot be pin-pointed. However, we are aware this does not mean it is not happening. In such cases, students involved will be spoken to regularly and the situation will be monitored. This will include contacting parents, discussing the latest situation.

8.2 Recording

- 8.2.1 The victim should record the events in writing.
- 8.2.2 The bully should also record the events in writing.
- 8.2.3 Discussions with both parties should be fully documented as soon as possible after the events, using the proformas in the appendices where appropriate.
- 8.2.4 Any prejudice-based incident of bullying must be recorded in Watling's 'Academy Register of Prejudice Based Incidents' and on the relevant proforma (Appendix 2).
- 8.2.5 All the above must be kept in the student's files.

8.3 Outcome

8.3.1 If a case of bullying is established, all or some of the following outcomes will be sought:

- Victims should be safe and happy; feel they can be themselves and know it will not happen again.
- Victims learn how to deal with bullies.
- Victims should know that a consequence has been issued to the bully. The type of consequence given will not normally be disclosed to the victim.
- Bullies should be punished and the events recorded.
- Bullies should apologise to the victim – if the victim wants them him/her to.
- Each case to be monitored to make sure bullying does not happen again.

8.3.2 However, there may be situations when bullying may be felt or perceived but not substantiated. There may also be instances where more than one party equally feels a victim of bullying. In these cases, the Academy will seek to support all parties involved, deal with the available evidence and act on the balance of probability.

Bullying – Flowline Summary

If an incident of bullying is considered to be serious enough to warrant a serious consequence up to and including permanent exclusion, the below steps maybe by-passed at the discretion of the Head of School.

1. Incident(s)

- i. Reported.
- ii. Counselling by Form Tutor, Assistant Head of Year or Head of Year or another appropriate member of staff.
- iii. Parents/carers of victim and bully contacted. iv. Consequence for bully.

2. If Incidents Continue

- i. Both sets of parents/carers are individually asked into a meeting with the Assistant Head of Year or Head of Year.
- ii. Strategy developed with both sets of parents/carers. iii. Further consequence for the bully.

3. If Incident(s) Still Continue

- i. Parents/carers asked in to see member of the Leadership team and Head of Year.
- ii. Further counselling (plus any other support from the wider pastoral team). iii. Further consequence for the bully.

4. If Incident(s) Still Continue

- i. Exclusion procedures may begin.

Appendix 1

Monitoring of Bullying Incidents

Bullying incidents will be recorded on SIMS.

Bullying reports will be run regularly by the HoY. Whilst all incidents will be dealt with, the HoY will monitor emerging patterns and put in place proactive measures as part of their yearly strategic plan.

Staff should refer to the supporting behaviour at Watling Academy document

