



Wigston Academy

ANTI-BULLYING POLICY

Original Policy Date:

Next Review Date:

Date approved by Local Governing Body: 18.05.16

A handwritten signature in black ink, appearing to read 'K. S. Patel', is written over the signature line.

Signed by Chair of Local Governing Body:

RATIONALE

All members of the school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on a student's self-esteem and emotional 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.

WHY IS AN ANTI-BULLYING POLICY NECESSARY?

The school 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 school 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.

WHAT IS 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. These acts occur several times **on purpose** (STOP).

S	:	Several
T	:	Times
O	:	On
P	:	Purpose

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, writing/displaying offensive material, etc
- d) CYBER : 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).

PROACTIVE STRATEGIES

- 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. 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 or bullying observed.
- All staff will respond to student, staff or parental concerns seriously and support the agreed procedures.
- Annually (usually the Autumn Term) the issue of bullying will be raised 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 are encouraged to actively support the policy by promoting the School's Behaviour Policy.
- 'Pupil 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 Local Governing Body and Senior Leadership Team monitor bullying via meetings and questionnaires from students and parents.
- Bullying is addressed within the PSHCE and 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 Great British values of freedom, equality, togetherness, tolerance and respect for all through our curriculum provision and pastoral care. These values underpin the ethos of

Wigston Academy and we are committed to reinforcing these principles on a daily basis with all students.

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, 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, 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 Local Governing Body.
- A Governor will be nominated to have responsibility for maintaining an overview of behaviour and bullying issues.

DISCIPLINARY STEPS

- 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 at lunchtime.
- 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.

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. Teachers 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

- 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.