



ANTI BULLYING POLICY

Policy Statement:

All students must be able to learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Worle Community School Academy recognises the detrimental effect on young people who may be subjected to bullying and will work actively to minimise the risks of bullying.

Bullying is aggressive or insulting behaviour by an individual or group. It may be a one off incident or repeated over a period of time.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on the issues of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all means of internet, such as e mail and internet chat room
Misuse, mobile threats by text messaging and calls, misuse of associated technology
i.e. camera and video facilities

Aims:

- To ensure a safe and secure environment so that all members of the school community will be able to achieve their maximum potential
- To establish and maintain anti-bullying systems within the school
- To challenge attitudes to bullying
- To increase understanding of vulnerable groups of students who may experience bullying during their time at school
- To develop an anti-bullying culture' within the school.

Anti-Bullying Procedures

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Signs and symptoms of bullying:-

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, clinging to adults. There may be evidence of change in work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying in school.

School:

1. Displays anti-bullying messages including details of local community and National Helplines
2. Addresses the issues of bullying in, tutorial time, student voice forums, assemblies and subject areas as appropriate.
3. Is involved in education initiatives that can help challenge bullying e.g. SHARP project
4. . Respond immediately to any reported incidents of bullying.
5. Records a clear account of the incident on the pupil behaviour log.
6. Take all reports of bullying seriously.
7. Informs necessary staff and / or parents
8. Takes appropriate action in response to the incident in consultation with all parties involved and completes a Identity based bullying form (appendix 1)

Students will: -

- Report all incidents of bullying using the procedures in place.
- If requested write a report of the incident.
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents which the victim may be afraid to report him / herself.
- Adhere to and promote the aims and objectives of the anti-bullying policy.
- Refrain at all times from any behaviour which would constitute bullying, or could be construed as bullying behaviour.
- Participate in peer mentoring and education schemes.

Students who have been bullied will be supported by: -

- Offering an immediate opportunity to discuss the experience with an academic tutor or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self esteem

Students who have bullied others will be helped by: -

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil
- Peer mentors
- Inclusion staff
- School Welfare Officer

The following disciplinary steps can be taken: -

- Official warning to cease offending
- Detention
- Restorative justice
- Exclusion from certain areas of school premises
- Isolation
- Fixed term exclusion
- Permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through IAG, tutorial time, assemblies and subject area, as appropriate, in an attempt to eradicate such behaviour.

The role of parents / carers: -

Parents and carers can assist in combating bullying in a number of ways by not accepting such behaviour and by influencing children of the importance of appropriate behaviour towards others and the importance of reporting to an adult when they think someone else is being bullied.

- Stress to their children the importance of appropriate sociable behaviour and not acting in any way that would make the situation worse or could be seen as bullying or threatening against another child.
- Reporting any misgivings they have concerning either victims or perpetrators of bullying sharing concerns as soon as possible not promising a child that they will not tell anyone.
- Actively endorsing and supporting the anti-bullying policy, by acting responsibly and calmly.
- Making clear their disapproval of this behaviour.
- Supporting any sanctions.
- By not automatically dismissing the suggestion that their own child could be involved in bullying and work positively with school to change the behaviour
- To combat cyber bullying parents will talk to their child about how they use their mobile phone. If they seem distressed after a phone call, discuss the topic of malicious calls and messages – work out what can be done together.
- If the sender is known contact the relevant school about it. Keep a record of the calls and text messages and change the mobile number as soon as possible.
- Contact your mobile phone or internet service provider to report bullying. They usually operate a helpdesk as part of customer service.
- Report cyber bullying or other bullying in the community to the police if you feel that the law has been broken. If you feel that your child is suffering from harassment, for instance or that the content of phone calls or messages received is illegal.
- Building your child's self-esteem will help them to be more resilient. Helping them to identify coping strategies will stand them in good stead throughout their lives.

Policy Review:

The working of this policy will be reviewed by the Governors Support and Conduct Committee annually.

As well as examining the specific review data, the policy statement will be checked for continuing relevance against any changed statutory requirements and LEA advice.

Review Data:

At the review the following data will be examined:

- SIMs logs relating to bullying incidents including the interventions
- Other records pertaining to bullying including SHARP records, parental complaints and / or police records.

Date Policy Approved – October 2016

**The name of the designated person is: Jacqui Scott
The Policy is to be reviewed every 2 years and the next review is due in October 2018**



IDENTITY BASED BULLYING REPORT FORM Appendix 1

Date of incident:

Nature of incident:

Racist

Homophobic

Gender based

Disabilist

Other (please write in)

Victim's Name:

(Please remove name from LA copy)

Pupil Teaching Staff Non-Teaching staff

Name of School:

Incident reported by (name):

Pupil Parent/Carer Teaching Staff Non-Teaching Staff

Perpetrator's Name:

(Please remove name from LA copy)

Pupil

Teaching Staff

Non-Teaching Staff



Nature of incident (please tick)

- Verbal (e.g name-calling, teasing, threatening)
- Physical (e.g. Hitting, punching, kicking, inappropriate touch)
- Relational (e.g. ignoring, leaving out, spreading rumours)
- Indirect (e.g. stealing, damaging belongings, targeted graffiti)
- Cyberbullying (victimization or harassment carried out through electronic forms of communication e.g. social networking sites, email, text messages etc)
- Other (please write in)

Please give brief details of incident:

Did incidents always take place at school? Yes No

Has there been a previous incident involving this victim? Yes No

Has there been a previous incident involving this perpetrator? Yes No

Action taken by school (please attach copies of any anonymised documents e.g. letters)

Victim:

Has the victim been given details of support agencies?

- Avon and Somerset Police
- SARI (Support Against Racist Incidents)
- Victim Support
- EACH (Educational Action Challenging Homophobia)
- Other (please detail) _____

Have the parents been informed?

Yes

No

Have the parents been advised of the school's complaint procedure?

Yes

No

Have their teachers/tutors been made aware of the incident?

Yes

No

Have the police been informed of this incident (only need to do this where criminal activity has occurred)?

Yes No

Headteacher: _____:
(signature)

Date _____



Diversity monitoring information (of victim)

Gender: Male Female

Age:

Disabled: Yes

No

Ethnic origin code:

Perpetrator:

Have the parents been informed?

Yes No

Have the parents been advised of the school's complaint procedure?

Yes No

Have their teachers/tutors been made aware of the incident?

Yes No