

Anti-Bullying strategy

To be read in conjunction with the behaviour policy
Worlaby Academy

Written By	Delta Trust
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Context

The overall aim of the academy is to have an educational community that promotes and provides excellence in teaching, learning, relationships and opportunities, through high expectations and adherence to traditional values.

Therefore, all members of Worlaby Academy have a right to feel welcome, secure and happy.

Children should expect to learn in a supportive and caring environment without fear of bullying.

Bullying is an antisocial behaviour and affects everyone. Any form of bullying is totally unacceptable in the 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 within the academy - often as a result of offsite situations or incidents. Therefore, we aim to deal with any bullying complaints firmly, fairly and promptly. We treat bullying as a serious offence and take every possible action to keep it to a minimum.

Our Aims

- To create an environment where bullying is not tolerated.
- To ensure that all pupils are aware of their rights and responsibilities and know how to seek help if those rights are being violated.
- To encourage pupils to work well, develop good relationships and offer each other mutual support and respect.
- To encourage pupils to behave in a respectful and positive way to one another.
- To raise awareness and equip pupils to deal with bullies through PSHE programmes, assemblies, pastoral team members and peer supporters.

Our Definitions

There is no legal definition of bullying. However, it's usually defined as behaviour that is repeated and...

- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying

Bullying can be:

- Physical – pushing, kicking, hitting, pinching, any form of violence, threats.
- Verbal – name calling, sarcasm, spreading rumours, persistent teasing.
- 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 – bullying via mobile phone or online (for example email, social networks and instant messenger). writing abusive or negative things about people online.

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 child's behaviour or confidence

What to do as a pupil

- Tell yourself that you do not deserve to be bullied and it is wrong.
- Walk away and report the bullying to an adult at home or at school straight away.
- Stay with a group of friends, there is safety in numbers.
- Be assertive – make it clear that you want the bullying to stop.
- Speak to a playground buddy 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.

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

Useful links for parents/carers

- <https://www.thinkuknow.co.uk> A website designed and written specifically for children, young people, teachers, parents and carers.
- <https://www.getsafeonline.org> A beginners guide to using the Internet safely, including a quiz and some video tutorials about how to 'stay safe' on-line.
- <https://www.ofcom.org.uk> Safety and security advice for parents with an

online safety video and guide for parents/carers

- <https://www.bullying.co.uk> One in five young people have experienced bullying by text message or via email. This web site gives advice for children and parents on bullying
- <https://www.internetmatters.org> Lots of guidance and articles for parents about keeping their children safe online.
- <https://www.beatbullying.org> Advice for parents and young people about bullying, both online and off.

What the academy will do

- Take all bullying problems seriously.
- Investigate incidents thoroughly and promptly.
- Ensure that bullies and victims, in the first instance, are interviewed separately.
- Wherever possible obtain information from witnesses.
- Keep records of reported incidents on the Academy Management Information System (SIMS/CPOMS)
- Encourage the bully and the bullied to agree a resolution. - Restorative practice
- Impose appropriate sanctions
- Inform parents/carers of bullies and bullied of serious incidents.
- Provide a clear strategy for managing future incidents.
- Provide peer supporters and access to adult support, as appropriate
- Promote a zero tolerance of this issue within the student and staff body.

Academy activities that tackle bullying

- Assemblies
- Class group activities
- PSHE programmes
- Displays
- Playground buddy discussions and support
- Liaison with external agencies
- Support for national anti-bullying week

Monitoring and Evaluation

This policy is monitored and evaluated through regular pastoral reviews, pupil voice and through consultation with the Governing Body and playground buddies.

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 pupil voice, playground buddies and parental questionnaires