



## **WreaKE Valley Academy**

### **Anti-Bullying Policy Statement**

<b>Date of review</b>	February 2020
<b>Date approved by Local Advisory Board</b>	2 <sup>nd</sup> March 2020
<b>Date of next review</b>	Spring 2022

Signed on behalf of the Governing Body  
Chair of Governors/Chair of Committee

# Wreake Valley Academy

Reviewed February 2020



## ANTI BULLYING POLICY STATEMENT

At Wreake Valley Academy our aims and values are central to our work with young people and adults and they are expressed through the following statement:

### Aims + Values

#### We aim:

- That all in the School are challenged by their learning and cared for and supported in learning.
- That all in the School have high self-esteem, and that all learners recognise their own achievements.
- That all School users afford each other equal value, and are fair, respectful, and tolerant towards others.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at the School. It is the responsibility of all within the School to respond to and deal with incidents of bullying. Reference should also be made to the Race Equality Policy, Anti-Racism Policy and the Safeguarding Policy.

#### What do we mean by bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can be summarised as STOP (Several Times On Purpose\_

The main types of bullying are:

- **Physical**  
Involving punching, pinching, hitting or kicking. It can also include deliberate damaging or taking of property without permission.
- **Verbal**  
Name calling, teasing, taunting or threatening
- **Indirect**  
Spreading rumours, exclusion from a group, defacing property.

- **Cyber bullying**

Offensive or abusive text or Internet messages or social media messages.

Bullying can be motivated by a person's hatred of people because they are believed to be different. This includes prejudice on grounds of:

- Race
- Religion
- Disability
- Gender Identity
- Age
- Sexual orientation

- **Peer on Peer abuse includes but is not limited to:**

- Physical and sexual abuse
- Sexual harassment and violence
- Emotional harm
- On and offline bullying
- Teenage relationship abuse

(see Safeguarding Policy)

**Some things for students to do if they are being bullied:**

- a) Tell yourself that you do not deserve to be bullied.
- b) If you are different in some way, be proud of it. It is good to be individual.
- c) Try not to show that you are upset, which is difficult.
- d) Stay with groups of people. There is safety in numbers.
- e) Try being assertive say "No" loudly. Walk confidently even if you don't feel that way inside. Practise this.
- f) Fighting back may make things worse. Talk to an adult.
- g) Generally it is best to tell an adult you trust. Teachers will take you seriously and are experienced in dealing with bullies in a way, which will end the bullying and will not make things worse for you. You can report incidents using the Issues Box in the Library or via the anti-bullying internet page (launched Autumn 2007) if you do not want to talk directly to an adult.

**REMEMBER – YOUR SILENCE IS THE BULLY'S GREATEST WEAPON.****Some things for students, who know bullying is going on to do:**

- a) Take action when someone is being bullied or is in distress. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim more unhappy and isolated.
- b) If you cannot get involved yourself, tell an adult immediately. Teachers have ways of dealing with bullying without getting you in trouble. You can report incidents of bullying using the Issue Box in the Library, by talking directly to a member of staff or through email via the School's Anti-Bullying page.
- c) Only be friends with people who do not bully others.

**For parents:**

- a) Watch for signs of distress in your children. For instance, they could be unwilling to attend School, feel unwell regularly, or have missing equipment.
- b) Take an active interest in your child's social life. Discuss friendships, how lunchtime is spent and the journey to and from School.
- c) Inform the School immediately if you feel your child may be a victim of bullying behaviour. Your complaint will be taken seriously.
- d) Don't encourage your child to hit back. It often makes matters worse.
- e) Make sure your own son or daughter knows there is nothing wrong with him or her. It is not **his** or **her** fault.

**The following steps may be taken when dealing with incidents:**

- if bullying is suspected or reported, the incident will be dealt with as quickly as possible by the member of staff who has been approached
- a clear account of the incident will be given to the Student Manager and logged
- the form tutor and appropriate teaching staff will be informed
- parents will be kept informed

Sanctions will be used as appropriate and in consultation with the student reporting the incident.

**Students who have been bullied will be supported by:**

- offering an opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the pupil
- offering support
- restoring self-esteem and confidence

**Students who have bullied will be helped by:**

- discussing what happened
- discovering why the student became involved
- establishing the wrong doing and need to change
- informing parents or carers to help change the attitude of the pupil

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.

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)

**The following disciplinary steps can be taken:**

- official warnings to cease offending
- detentions at break time/lunchtime and afterschool
- exclusion from certain areas of school premises
- fixed-term exclusion
- permanent exclusion

Within the curriculum the School will raise the awareness of the nature of bullying through inclusion in PSHE, tutorial and registration time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. The anti-bullying policy will be given a high profile by being revisited each term as part of the School's Code of Conduct. The shortened bullying policy will be displayed in each classroom.

All students have access to the Pastoral Support workers and their Student Manager to discuss any issues.

Parents are encouraged to actively support the Anti-Bullying Policy by the School's Behaviour Policy.

The school clearly communicates a whole-school commitment to addressing bullying in the form of a written statement which is regularly promoted across the whole school.

All reported or investigated instances of bullying will be investigated by a member of staff.

Staff will encourage pupil cooperation and the development of interpersonal skills using group and pair work.

All types of bullying will be discussed as part of the curriculum.

Diversity, difference and respect for others is promoted and celebrated through various lessons.

Seating plans will be organised and altered in a way that prevents instances of bullying.

Potential victims of bullying are placed in working groups with other pupils who do not abuse or take advantage of others.

Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and cultural groups.

All members of the school are made aware of this policy and their responsibilities in relation to it.

All staff members receive training on identifying and dealing with the different types of bullying.

A safe place, supervised by a teacher, is available for pupils to go to during free time if they feel threatened or wish to be alone.

The teacher supervising the area will speak to pupils to find out the cause of any problems and, ultimately, stop any form of bullying taking place.

The school will be alert to, and address, any mental health and wellbeing issues amongst pupils, as these can be a cause of bullying behaviour.

The school will ensure potential perpetrators are given support as required, so their educational, emotional and social development isn't negatively influenced by outside factors, e.g. mental health issues.

### **Monitoring, Evaluation and Review**

An effective whole school anti-bullying policy can only work if it is continuously used, monitored and evaluated. At Wreake Valley Academy this will be done in the following ways:-

- > Incidents of bullying will be logged centrally with Nicola Morland using the School's Bullying and Racist form and the information will be shared at least annually with Governors through the relevant Committee.

Information will be analysed at least annually. Action points will be drawn together and shared with staff. It is the responsibility of all staff within the School to respond to and work at eliminating bullying.

We will know that the Anti-Bullying policy is working if

- students report incidents of bullying using the procedures outlined above

<b>Bullying</b>		<b>Racist</b>		<b>Hate</b>	
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## **Wreake Valley Academy RACIST and BULLYING INCIDENT REPORT FORM**

To be completed as soon as possible by member of staff/person observing/reporting incident & handed to Nicola Morland

Date	<input type="text"/>	Person Reporting Incident	<input type="text"/>
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<b>1. When did incident occur?</b>	
Before school	<input type="text"/>
Breaks	<input type="text"/>
Lunchtime	<input type="text"/>
AM lessons	<input type="text"/>
PM lessons	<input type="text"/>
After school	<input type="text"/>
Other (trips etc...)	<input type="text"/>

<b>2.</b>	
Single incident	<input type="text"/>
Multiple	<input type="text"/>
Over what period?	<input type="text"/>

<b>3. Where did the incident occur?</b>	
Inside school/classroom	<input type="text"/>
Outside school in playground/sports field	<input type="text"/>
Just outside school	<input type="text"/>
Travelling to/from school	<input type="text"/>
Away from school (e.g. school trip)	<input type="text"/>
Other (please specify)	<input type="text"/>

<b>4. Type of Incident</b>	
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Racist	
Religious Belief	
Homophobic	
Disablist	
Sexist	
Transphobic	
Ageist	
Other – Please Specify	

**5. Nature of Incident**

Physical assault/use of weapons	
Verbal abuse/name calling	
Offensive material (clothing/accessory/leaflets/accessible via internet)	
Cyber bullying (inc. text messages/message boards etc...)	
Graffiti	
Refusal to co-operate due to race/religion/ethnicity/sexual orientation/disability etc.	
Subtle - innuendo/social isolation	
Offensive views expressed including when 'no victim'	
Other - Specify	

**6. Account of Incident – (Referral may be attached)****7. Those involved**

Alleged Victim/s	A. Status	B. Ethnicity (see code list)	C. Gender (M/F)	D. Year Group
Alleged Perpetrator/s				

**8. Action taken**

<u>With Victims</u>	
No action (including inconclusive evidence)	
Parent/guardian involved	
Pastoral support offered	
Other (please specify)	
<u>With Perpetrators</u>	
No action (including inconclusive evidence)	
Parent/guardian involved	
Exclusion applied	
Referred to external agency (including police)	
Other (please specify)	
Please state any other actions that were not specific to the victim/perpetrators	

**9. Comment**

Signed ..... Date .....  
(Teacher/other adult)

Signed ..... Date .....  
(Person subject to incident)

Policy will be reviewed on a regular basis by the Governors.