

Anti-bullying Policy 2021/22

Bullying of any form is not tolerated by Samuel Ward Academy, and all staff and students are expected to be committed to this policy. Everyone at our school is equal and should be treated with respect and our aim is to make everyone feel comfortable, both outside the Academy and within it. There must not be any fear of, or intimidation from, other people, either physical or psychological.

It was ratified by the Samuel Ward Academy Local Governing Body on:	September 2021
Review date:	September 2023



1. POLICY STATEMENT

Bullying of any form is not tolerated by Samuel Ward Academy, and all staff and students are expected to be committed to this policy. This school is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect. There must not be any fear of, or intimidation from, other people, either physical or psychological.

We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. These values reflect those that will be expected of our students by society when they leave school and enter the world of work or further study. We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

Definition of bullying

Bullying can occur through several types of repeated antisocial behaviour. It can be:

- i. physical – a person can be physically punched, kicked, spat at, etc
- ii. verbal – verbal abuse can take the form of name calling, it may be directed towards gender, ethnic origin, physical/social disability, or personality
- iii. exclusive – a person can be bullied simply by being excluded from discussion/activities with those they believe to be their friends
- iv. damage to property or theft – a person may have property damaged or stolen
physical threats may be used by the bully to coerce the person to hand over the property to them
- v. cyber – this applies to inside and outside of the Academy using instant messaging, email, text messaging and other internet sites.

All the above can also constitute a form of peer-on-peer abuse (see section 3)

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situations

2. PRINCIPLES

It is important that victims are not made to feel powerless so to this end, victims of bullying will, in the first instance, have a dialogue with an adult to discuss ways in which the situation can best be dealt with. This will include discussion on appropriate sanctions. They will also be offered safe areas for breaks and lunchtimes.

Samuel Ward Academy will:

- i. Ensure all students are aware of the nature of bullying.
- ii. Ensure all students are aware of the measures that will be taken against bullying.
- iii. Inform parents of the Academy's attitude towards bullying via the 'Intake Evening' and the Academy's information booklets.

- iv. Ensure that all staff are aware of the anti-bullying policy and procedures for its implementation, a copy of which will be included in the Policy Folder.
- v. Display anti bullying posters throughout the Academy.

3. KEEPING CHILDREN SAFE IN EDUCATION (KCSiE). Peer on Peer Abuse

Children should be free from harm from both adults and other children. We are aware that safeguarding issues can manifest themselves via peer-on-peer abuse. Safeguarding issues raised may also include physical abuse or allegations made against an older pupil towards a younger or more vulnerable pupil. This is most likely to include, but may not be limited to, bullying (including cyberbullying), gender-based violence/sexual assaults and sexting. Samuel Ward Academy does not tolerate any form of bullying in the form of peer-on-peer abuse and will deal with any incidents brought to our attention as a safeguarding concern.

Peer-on-peer abuse that negatively impacts on the learning and well-being of other pupils and their behaviour might also be dealt with under the school's behaviour policy, safeguarding policy and harmful sexual behaviour policy.

4. ROLES AND RESPONSIBILITIES

It is the responsibility of the **Governing Body** to establish a policy and procedure for Anti-bullying and to monitor the effects of the procedure. It is the responsibility of **the Headteacher** to promote positive relationships in the Academy by encouraging and fostering acceptable standards of behaviour, good personal relationships, and respect for the individual in accordance with the school's values. Any breaches of good conduct and behaviour will be addressed promptly, using informal procedures where possible but implementing formal procedures where necessary. It is the responsibility of all **staff** to familiarise themselves, and comply, with this policy and procedure with professional standards.

It is the responsibility of the Inclusion Officer to investigate any reports of bullying in the first instance. This will then be shared with the Head of Year and or SLT responsible for Inclusion / Safeguarding and appropriate action will be discussed.

A member of inclusion staff will contact the parent/carer of the victim and perpetrator(s) as soon as possible.

All staff should encourage and foster acceptable standards of behaviour, good personal relationships and respect for the individual.

It is the responsibility of **students** to develop positive relationships in the Academy and demonstrate acceptable standards of behaviour, good personal relationships, and respect for the individual in accordance with the school's values

It is the responsibility of **parents/carers** to support the Academy in encouraging and fostering in their children, acceptable standards of behaviour, good personal relationships, and respect for the individual.

5. PROCEDURES

5.1 As a student

If you suspect someone is being bullied:

- i. Take action. Approach the victim, try talking to them to find out the situation and refer them to appropriate people or places where they can find support.
- ii. Tell an adult or someone more senior than yourself immediately.
- iii. Do not be, or pretend to be, friends with a bully.

If you are being bullied:

- i. Tell an adult or someone more senior than yourself.
- ii. Tell yourself that you do not deserve to be bullied, and that it is wrong.
- iii. Be proud of who you are.
- iv. Try not to show you are upset, it is difficult, but a bully thrives on someone's fear.
- v. Stay with a group of friends, there is safety in numbers.
- vi. Walk confidently away, go straight to a member of staff.
- vii. You may feel angry, but you should rise above it. Do not get involved in a fight. Do not retaliate or you risk also facing a sanction or reprimand.

5.2 As a parent:

- i. Look for unusual behaviour. For example, your child may suddenly not wish to attend school, may feel ill regularly, or may not complete work to their normal standard.
- ii. Inform the Academy immediately if you suspect bullying.
- iii. Advise your child not to fight back.
- iv. Reassure your child that there is nothing wrong with them.
 - v. Make sure you and your child are aware of the Academy's Antibullying Policy.
- vi. Do not get involved personally with other parents.
- vii. Make sure you talk to your child.

5.3 As a member of staff:

- i. Record all incidents of suspected bullying on CPOM's and alert the safeguarding team.
- ii. Ensure that bullies are counselled and sanctioned appropriately referring to senior staff as required.
- iii. Ensure that an appropriate member of staff talks to the suspected victim, the suspected bully and any witnesses
- iv. Ensure that victims of bullying are given help, advice and support by appropriate staff or outside agencies.
- v. Ensure that the Academy uses any opportunity to discuss aspects of bullying and the appropriate way to behave towards each other, e.g., in the PSHE programme and meeting time.

5.4 The victims will be supported in the following ways:

- i. By being offered the immediate opportunity to talk about the experience
- ii. By the Academy informing the victim's parents/carers.
- iii. By the Academy offering continued support when the victim feels they need it.
- iv. By the Academy taking disciplinary steps to prevent more bullying.

5.5 The bullies will be disciplined and counselled in the following ways:

- i. By the Academy talking about what happened, to discover the reasons they became involved.
- ii. By the Academy informing the bullies' parents/carers.
- iii. By all staff continuing to work with the bullies to get rid of prejudiced attitudes.
- iv. By the Academy taking disciplinary steps to prevent more bullying.

6. DISCIPLINARY STEPS

The Academy will take a range of disciplinary steps; these include:

- i. An official warning to stop offending – this may include signing a written contract.
- ii. Informing bullies' parents/carers.
- iii. Internal Exclusion.
- iv. Exclusion from the Academy during break and at lunch times.
- v. Exclusion from the Academy for a fixed period.

The Academy aims to comply with Section 154 of the Education Act 1996 by maintaining an ethos and environment which will encourage and foster acceptable standards of behaviour, good personal relationships and respect for the individual.

SCHOOL INITIATIVES TO PREVENT AND TACKLE BULLYING

- A student-friendly anti-bullying policy can be found on our website and in students' planners.
- The PSHE programme of study includes opportunities for students to understand about different types of bullying and what they can do to respond and prevent bullying.
- Tutor time provides regular opportunities to discuss issues that may arise in class and for form tutors to target specific interventions.
- Whole-school and year group assemblies help raise students' awareness of bullying and derogatory language.
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week, Cultural Diversity Day, Mental Health Awareness week and LGBT Pride Month.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and students across the school.
- Peer mentoring and student-led programmes.
- Restorative justice programmes to provide support to targets of bullying and those who show bullying behaviour.
- Students are continually involved in developing school-wide anti-bullying initiatives through consultation with groups for example through the school council, the SWA Gender and Sexuality Alliance, the Cultural Diversity club and through the anti-bullying survey.
- Working with parents and carers, and in partnership with community organisations such as the charity Stonewall to tackle bullying where appropriate.

7. MONITORING AND REVIEW

The Senior staff will report on the policy to the Headteacher as appropriate.

To evaluate the effect of our policy on bullying:

- Surveys of student perceptions will be undertaken both in the context of PSHE and at other times as required.
- Parental perceptions will be canvassed, usually within the context of a more general survey.
- Results of surveys will be shared with staff and Assistant Heads / Inclusion Officer and Line Managers will formulate and recommend responses.
- Other professionals such as the School Nurse and EWO will be asked to keep us informed of any concerns.

To ensure that the bullying policy is available and understood.

- The Governing Body has been and will continue to be consulted on the Policy and its evaluation.
- A copy to be available in reception.
- The School Brochure to be specific about our attitude to bullying and how it fits with the school ethos.
- All Staff and students to be clear about ethos and procedures.
- Anti-bullying will be revisited regularly through assemblies and meeting time.