



# Whitburn Church of England Academy

## Anti-Bullying Policy

### Preface - Vision and values

The Academy Vision and Values can be found here

<https://www.whitburncofeacademy.org/about-us/academy-ethos.html>

This policy and its associated procedures are based on these key principles and values.

### Status

This policy was formally adopted by the Governing Body of Whitburn Church of England School on 7<sup>th</sup> March 2006 and is reviewed annually. It accords with the **Education and Inspection Act 2006, Health and Safety at Work Act 1974, Disability Discrimination Act 2005, and Violent Crime Reduction Act 2006**. The policy takes due regard of the following document; **Preventing and Tackling Bullying, DfE July 2017 and the Equality Act of 2010**. It also takes into account the DfE statutory guidance “**Keeping Children Safe in Education**” 2023.

### Aim

Whitburn Church of England Academy is a school where every child really does matter. We are committed to providing a friendly, safe environment where all students can learn and achieve in a relaxed and secure environment.

Bullying is “behaviour by an individual or a group, **repeated over time** that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017). Bullying is a destructive element which can greatly affect the potential for success. Bullying in any form is unacceptable at our Academy and is taken very seriously.

### Our Academy’s accountability

Students will learn best in a safe and calm environment that is free from disruption and in which education is the primary focus.

We are committed to supporting our students to be caring citizens in and out of school.

## **Bullying which occurs outside school premises**

School staff members have the power to discipline students for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address students' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate students' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The Principal should also consider whether it is appropriate to notify the police of the action taken against a student. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

While school staff members have the power to discipline students for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on the school premises or when the student is under the lawful control of school staff, for instance on a school trip.

If bullying does occur, all students should be able to tell and know that incidents will be dealt with sensitively and effectively. Anyone who knows that bullying is happening is expected to tell someone at the Academy.

## **Definition of Bullying**

Bullying is behaviour by an individual or group, **repeated over time**, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

## **Bullying can be:**

<b>Emotional</b>	Being unfriendly, excluding, tormenting, spreading rumours (e.g. hiding books or threatening gestures)
<b>Physical</b>	Pushing, kicking, hitting, punching or any use of violence
<b>Racist</b>	Racial taunts, graffiti, gestures
<b>Sexual</b>	Unwanted physical contact or sexually abusive comments
<b>Homophobic</b>	Taunts, gestures, focusing on the issue of sexuality, such as transphobic bullying
<b>Verbal</b>	Name-calling, sarcasm, spreading rumours, poison pen notes
<b>Cyber</b>	Misuse of all areas of the Internet such as email, social networking sites (e.g. Twitter, Facebook, Snapchat, Instagram) and internet chat rooms as described in the Student Acceptable Use Policy
<b>Mobile</b>	Threats by text (instant) messaging and calls, sexting, misuse of associated technology, i.e. camera and video facilities
<b>Hazing type, violence/rituals</b>	Hazing is the practice of rituals and other activities involving harassment, abuse or humiliation used as a way of initiating a person into a group.

Whilst any kind of bullying is serious, persistent and targeted bullying is the most insidious form of bullying, due to the way in which it is intended to undermine the confidence and self-respect of a person. This kind of bullying must be the priority to tackle decisively and effectively.

Advances in new technology will also have an impact on the nature of bullying that takes place within educational establishments: mobile phones, the internet, Facebook, Snapchat, TikTok and WhatsApp present a number of distinct problems and we expect parents/carers to keep a close watch on and monitor their child's use of social media.

Our Academy is also aware that the nature of bullying will continue to change and this situation is continually monitored and the school will respond to developments as necessary.

## **Objectives of this Policy**

- All Directors, teaching and non-teaching staff, students and parents should understand what bullying is.
- All Directors and teaching and non-teaching staff should know what the Academy policy is on bullying, and follow it when bullying is reported.

- All students and parents should know what the Academy policy is on bullying, and what they should do if bullying arises.
- As an Academy we take bullying seriously. Students and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## **Procedures**

### **Students**

- Students should report any bullying incidents to a responsible adult or peer, i.e. parents/carers, prefects, house captains, Form Tutor, Pastoral Lead, Inclusion Support Assistant, or to any member of staff that the student feels comfortable talking with.
- During the investigation all students involved will participate positively and without delay.
- Students must participate fully in the programme put in place for conciliation.

### **Staff to whom the incident is reported or who first discover the incident should:**

1. Intervene in the situation and make all safe. Make it clear that bullying is unacceptable and will not be tolerated, and the incident will be fully investigated. It is important at this stage that no judgement is made. It may be necessary to control the bully and support the victim. Inclusion Support Assistants, Pastoral Lead, and the Senior Management team can assist if required.
2. Ensure the student writes a full account of the incident on an 'incident' report.
3. Give/e-mail this report to the relevant Pastoral Lead as soon as possible, preferably the same day. Record the incident in Go4Schools under the appropriate event category. Where all students involved are in the same year group the information should be given to the Inclusion Support Assistant for that year group; where more than one-year group is involved the information should be given to all relevant Pastoral Leads to coordinate the investigation.

### **Pastoral Lead response**

Make clear to all concerned that:

1. The Academy takes bullying seriously and that we have zero tolerance for the action of bullying.
2. The incident will be recorded in Go4Schools to form part of the Bullying Log and a full investigation will take place. Staff will ensure that they edit the log when any new information may come to light.
3. Appropriate sanctions will be given in line with the Behaviour Policy.

4. Parents/carers will be informed though the Academy will not share what sanctions have been imposed for other students.
5. Conciliation between those concerned is essential and will take place using appropriate strategies.
6. The situation will be monitored and reviewed by Pastoral Lead/Inclusion Support Assistant who will organise a follow up meeting with the student affected within 2 weeks; this will be arranged by the Year group ISA.
7. If the situation remains unresolved parents will be invited into the Academy for a meeting with the Pastoral Lead and a member of SMT and further sanctions may be given.
8. Staff will ensure that any incident of bullying is then placed on the school bullying log, which will be shared on a termly basis with the School Directors.

### **Prevention and Intervention Techniques**

Whitburn Church of England Academy will raise the awareness of the antisocial nature of bullying through school assemblies, School Council, PSHE programme, anti-bullying weeks, use of Long Registration time and in programmes of study as appropriate.

We describe our Academy as a “telling school” and students will be praised for having the courage to tell.

Areas where bullying may occur will be appropriately managed.

Where serious violence is involved the Principal may exclude the student immediately pending further investigation.

### **Parental Involvement**

The links with parents/carers are important in tackling instances of bullying. The Academy endeavours to work in partnership with parents/carers to make our Academy a welcoming place for all students.

### **Monitoring and evaluation**

Key elements of the monitoring and evaluation process within the Academy are:

- The periodic review of the Academy’s Anti-Bullying guidance.
- Student Voice to have the opportunity to discuss views on our anti-bullying policy and to assist in reviewing and amending the guidance as appropriate.
- Continue asking sample groups of students to complete surveys about the current way in which bullying is addressed within the Academy.
- Periodic staff training on the most effective ways of dealing with bullying. Dissemination of good practice throughout the Academy.

<b>Anti-Bullying Policy</b>		
<b>Linked to</b>	<ul style="list-style-type: none"> <li>• Exclusion Policy</li> <li>• Student Behaviour Management Policy</li> <li>• Special Educational Needs &amp; Disability Policy</li> <li>• Relationship &amp; Sex Education Policy</li> <li>• Student Acceptable Use Policy</li> <li>• Code of Conduct</li> <li>• Ethos Statement</li> <li>• Whitburn Principles</li> </ul>	
<b>Creation Date</b>	<b>Version</b>	<b>Status</b>
7 <sup>th</sup> March 2006	1.0	Approved by the Governing Body
<b>Revision Date</b>		
7 <sup>th</sup> July 2009	2.0	Approved by the Governing Body
1 <sup>st</sup> February 2011	3.0	Approved by the Governing Body
1 <sup>st</sup> October 2013	4.0	Approved by the Governing Body
26 <sup>th</sup> April 2016	5.0	Approved by the Governing Body
2 <sup>nd</sup> July 2019	6.0	Approved by the Governing Body
2 <sup>nd</sup> February 2021	7.0	Approved by the Governing Body
29 <sup>th</sup> September 2021	8.0	Approved by the Governing Body
11 <sup>th</sup> July 2023	9.0	Approved by the Governing Body

## **Appendix One**

### **Guidance for Parents/Carers**

Parents/carers have a vital role to play in ensuring their child adheres to the Academy rules and takes responsibility for their actions. They should encourage their child to respond to concerns in a positive manner.

If you feel your child is being bullied (bullying defined as being: behaviour by an individual or a group, **repeated over time** that intentionally hurts another individual either physically or emotionally) then you should encourage your child to speak to someone about this at school.

The following may be an indication your child is being bullied:

- Frequent illnesses such as headaches and stomach aches
- Irritable or aggressive behaviour
- They have few or no noticeable friends
- Money and property get regularly lost
- There is a noticeable change in their appetite
- Bruises and scratches are not easily explained
- They are unwilling to talk about school
- You have noticed a change in their school work

### **What can you do?**

1. Talk to your child and remind them you are there to support.
2. Encourage them to come to the Academy and report the incident to any member of staff that they feel comfortable talking with.
3. Contact the Academy and speak to the Inclusion Support Assistant (ISA) linked to your child's Year group.
4. If you feel the matter has not been resolved, make an appointment with the Pastoral Lead to discuss the situation.

### **If you feel your child is bullying others**

The following may be an indication your child is bullying others:

- They have more money than usual
- They have possessions that do not belong to them
- They display aggressive behaviour and belittle others

### **What can you do?**

1. Talk to your child and remind them you are there to support.
2. Discourage their poor behaviour.
3. Monitor their use of chat rooms on the internet social networking sites such as Facebook and Twitter and other forms of communication. Appropriate use is detailed in the Student Acceptable Use Policy
4. Contact the Academy and speak to the Inclusion Support Assistant (ISA) linked to your child's Year group or the Pastoral Lead.
5. If you feel the need, make an appointment with the Pastoral Lead to discuss the situation.

Where serious violence is involved the Principal may suspend the student immediately pending further investigation.



## **Appendix Two**

### **Guidance for Students**

Bullying is deliberate hurtful behaviour against a more vulnerable student, repeated over time. These acts of aggression may or may not be planned but are intended to cause hurt. Bullying always results in pain and distress to the victim.

#### **Bullying can be:**

<b>Emotional</b>	Being unfriendly, excluding, tormenting, spreading rumours (e.g. hiding books or threatening gestures)
<b>Physical</b>	Pushing, kicking, hitting, punching or any use of violence
<b>Racist</b>	Racial taunts, graffiti, gestures
<b>Sexual</b>	Unwanted physical contact or sexually abusive comments
<b>Homophobic</b>	Taunts, gestures, focusing on the issue of sexuality, such as transphobic bullying
<b>Verbal</b>	Name-calling, sarcasm, spreading rumours, poison pen notes
<b>Cyber</b>	Misuse of all areas of the Internet such as email, social networking sites (e.g. Twitter, Facebook, Snapchat, Instagram) and internet chat rooms as described in the Student Acceptable Use Policy
<b>Mobile</b>	Threats by text (instant) messaging and calls, sexting, misuse of associated technology, i.e. camera and video facilities
<b>Hazing type, violence/rituals</b>	Hazing is the practice of rituals and other activities involving harassment, abuse or humiliation used as a way of initiating a person into a group.

#### **What can you do?**

- Look out for students who appear to be lonely or unhappy.
- Talk to them and offer your support.
- Encourage them to report any bullying incident to any member of staff that they feel comfortable talking with.
- Speak to the Inclusion Support Assistant (ISA) or Pastoral Lead linked to your Year group. Remember this is a “telling school”.

### **What happens next?**

1. The Academy takes bullying seriously and we have zero tolerance for the action of bullying.
2. The incident will be recorded and a full investigation will take place.
3. During the investigation all students involved will participate positively and without delay.
4. Appropriate sanctions will be given in line with the Student Acceptable Use Policy and Behaviour Policy.
5. Parents/Carers will be informed.
6. Students should participate fully in the programme put in place for conciliation.
7. The situation will be monitored and there will be a formal review.
8. If the situation remains unresolved parents will be invited into the Academy for a meeting with the Pastoral Lead and link SMT member and further sanctions may be given.

Where serious violence is involved the Principal may suspend the student immediately pending further investigation.