



# ANTI-BULLYING POLICY WISE ACADEMIES

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## Anti-Bullying Policy



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### Statement of Intent

WISE Academies are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our academies. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

### What Is bullying?

Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- 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 focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology , i.e. camera & video facilities

### Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.



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### Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone



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- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

### **The role of the Headteacher**

- It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the Anti-bullying policy on request.
- The Head Teacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in our school. The Head Teacher will use suitable moments such as assemblies to reinforce this message at regular intervals.
- The Head Teacher keeps a log of all reported bullying incidents.
- The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel that they are important and belong to a friendly, welcoming school, bullying is far less likely to be part of their behaviour.

### **The role of staff**

- Staff in WISE Academies take all forms of bullying seriously and intervene to prevent incidents from taking place.
- If staff witness an act of bullying, they do all they can to support the child who is being bullied. After consultation with the Head Teacher, parents will be informed.
- If staff become aware of any bullying taking place between children the situation will be dealt with immediately. This may involve counseling and support for the victim of the bullying, and consequences for the child who has carried out the bullying (in accordance with the academy discipline and behavior policy).
- We spend time talking to the child who has bullied: we explain why the action of the child was wrong and we endeavour to help the child change their behaviour in future. Restorative justice techniques may be used to address the situation.
- Incidents of bullying should always be reported to the Head Teacher.
- Staff should use opportunities across the curriculum to reinforce the important messages related to bullying.



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### The role of parents

- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- Parents have a responsibility to support the schools' anti-bullying policy and to actively encourage their child to be a positive member of our school.

### The role of governors

- The governing body supports the Head Teacher in all attempts to eliminate bullying from our academies. The governing body does not allow bullying to take place in our school and any incidents of bullying that may occur are taken very seriously and dealt with appropriately.
- The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school's policy regularly.

### The role of pupils

- Pupils should understand what bullying is and is not.
- Pupil voice should be heard regularly in relation to how safe pupils feel in school. Anti-bullying committees, school councils, pupil discussions and annual surveys can be used to ascertain how whether bullying issues exist in school.
- Pupils should know who they can go to if they feel they are being bullied and feel confident that the matter will be dealt with effectively.

### Procedures

1. Report bullying incidents to staff, all bullying incidents need to be logged in a central file as this is a requirement of OFSTED.
2. Parents should be informed and may be asked to come in to a meeting to discuss the problem.
3. If necessary and appropriate, police will be consulted.
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
5. An attempt will be made to help the bully (bullies) change their behavior.



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### **Outcomes**

1. The bully (bullies) may be asked to apologise. other consequences may take place (refer to Discipline and Behaviour policy)
2. If possible, the pupils will be reconciled through restorative justice techniques.
3. In serious cases, fixed term exclusions will be considered.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

**Further advice and support can be accessed from the following sources:**

**DfE Guidance: Preventing and tackling bullying (March 2014)**

**Bullying UK <http://www.bullying.co.uk>**

**The Anti Bullying Alliance (ABA) <http://www.anti-bullyingalliance.org.uk>**

**Beatbullying <http://www.beatbullying.org>**

**Kidscape <http://www.kidscape.org.uk>**