

Anti-bullying Strategy

(in conjunction with the Academy Behaviour Policy)

Issue date: **December 2020**

Review date: December 2021

Context

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

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

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

Bullying is 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 students are aware of their rights and responsibilities and know how to seek help if those rights are being violated.
- To encourage students to work well, develop good relationships and offer each other mutual support and respect.
- To encourage students to behave in a respectful and positive way to one another.
- To raise awareness and equip students to deal with bullies through PSHE programmes, assemblies, pastoral team members and peer supporters.
- To review and monitor the effectiveness of our anti-bullying policy annually

Our Definitions

“Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.”

This 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 – sending threatening or abusive text messages, emails or images. Writing abusive or negative things about people on line.

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 student behaviour or confidence

What to do as a student

- Tell yourself that you do not deserve to be bullied and it is wrong.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends, there is safety in numbers.
- Be assertive – make it clear that you want the bullying to stop.
- Walk away and report the bullying to an adult or peer supporter 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.
- Be sure to speak to your tutor/year leader/key stage manager
- Complete an anti-bullying form – this can be completed in form time, with a pastoral member of staff or any member of staff in the Academy.

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.

What Willows Academy will do

- Take all bullying problems seriously.
- Investigate incidents as thoroughly and promptly as possible.
- 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 – Anti-bullying Tracker – checked daily by the pastoral team including Designated Safeguarding Lead
- Encourage the bully and the bullied to agree a resolution.
- Implement 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 which tackle bullying

- Assemblies
- Tutor group activities
- PSHCE programmes
- Displays
- School council discussions
- Peer Mentoring support
- Liaison with external agencies
- Weekly Anti-Bullying Form – each week in form students complete a weekly anti-bullying form that is signed to say if bullying has taken place

Monitoring and Evaluation

This policy is monitored and evaluated through regular pastoral reviews and through consultation with the Governing Body (Education Advisory Board – EAB) and the Academy student council.

- 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 student council and parental questionnaires
- Student Anti Bullying questionnaires