



ANTI-BULLYING POLICY

1 Sponsors' Statement

- 1.1 All The Bishop of Winchester Academy policies exist to support the Sponsors' vision, Christian ethos and values that are embedded in the day-to-day and long term running of the Academy. Each policy evidences the commitment of the Sponsors to the principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope. This policy contributes to the development of young people and the community through all Academy activities and in particular through the specialism of Enterprise and Innovation, and Maths.

2 Introduction

- 2.1 The Bishop of Winchester Academy Anti-Bullying policy complies with the Human Rights Act 1998 and DfE Guidance *Preventing & Tackling Bullying October 2014* DfES Guidance *Bullying: don't suffer in silence*, and seeks to prevent all forms of bullying among students. The Academy is committed to providing a safe, caring and friendly environment for all its students so they can learn in a secure and relaxed atmosphere. Bullying of any kind at The Bishop of Winchester Academy is unacceptable, and all incidents will be dealt with promptly and effectively.

3 Who does this policy apply to?

- 3.1 This policy applies to all staff, students, Governors and visitors of The Bishop of Winchester Academy.

4 Who is responsible for carrying out this policy?

- 4.1 The implementation of this policy will be monitored by the Governing Body of The Bishop of Winchester Academy and remain under constant review by a designated member of the Academy Leadership Team.

5 What are the principles behind this policy?

- 5.1 The Academy encourages 'non bullying' behaviour and views bullying as unacceptable. The Academy aims to create an ethos where relationships are based on mutual respect, trust, caring, and consideration for others, rather than on power and strength. Our belief is that with an ethos which promotes these qualities, bullying will be marginalised and students will not consider engaging in bullying behaviour.
- 5.2 The policy aims to have clear strategies that can be monitored, ensuring effective implementation, review and regular consultation with parents. All students within the Academy are asked to complete questionnaires on a termly basis to enable us to gain a full understanding of the problems that are faced by students and their families, and measure the effectiveness of our policy.
- 5.3 The objectives and outcomes of this policy are:

- i. All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- ii. All governors, teaching, and non-teaching staff should know what the Academy policy is on bullying, and follow it when bullying is reported.
- iii. All staff will be aware of their roles and responsibilities within the policy.
- iv. All students and parents should know what the Academy policy is on bullying, and what they should do if bullying arises.

5.4 To achieve these objectives the Academy will:

- i. Ensure all staff are provided with a copy of the policy and include staff in the annual review of the policy.
- ii. Include the Anti-Bullying policy as a subject of discussion on the 'new staff' day.
- iii. Each curriculum area will include within its policy, the means by which it will deal with bullying.
- iv. Provide training by the Pastoral Team for all newly qualified teachers.
- v. Include a whole Academy approach to bullying as a subject for INSET days as appropriate.

6 Procedure

What is bullying?

6.1 "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 or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences." DfE Guidance *Preventing & Tackling Bullying October 2014*

6.2 Bullying can be:

- i. *Physical*: pushing, kicking, hitting, punching, or any use of violence.
- ii. *Verbal*: name-calling, sarcasm, spreading rumours, persistent teasing, writing awful things about someone, leaving hurtful notes.
- iii. *Emotional*: excluding, tormenting (i.e. hiding books, threatening, gestures, being deliberately unfriendly)
- iv. *Sexual*: unwanted physical contact, sexually abusive comments, and homophobic abuse.
- v. *Menacing*: demanding money or possessions, or to copy homework, demanding the victim or bystander's silence when bullying has occurred.
- vi. *Racial*: racial taunts, graffiti, gestures.
- vii. *Cyber*: All areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera.

6.3 For students, bullying can occur in lessons, during free association time and on journeys to and from the Academy.

- 6.4 Persistent bullying can result in depression, low self-esteem, shyness, poor academic achievement, isolation, and in extreme cases, threatened or attempted suicide.
- 6.5 Whilst not acceptable, rough play, one-off fighting or pushing, or 'falling out' amongst friends is not bullying.

Signs of bullying

- 6.6 A student 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 student:
- i. is frightened of the journey to or from the Academy
 - ii. Avoids the Academy/public bus and begs to be driven to Academy
 - iii. changes their usual routine
 - iv. is unwilling to go to Academy (Academy phobic)
 - v. begins to truant
 - vi. becomes withdrawn anxious, or lacking in confidence
 - vii. attempts or threatens suicide or runs away
 - viii. cries themselves to sleep at night or has nightmares
 - ix. feels ill in the morning
 - x. begins to do poorly in Academy work
 - xi. comes home with clothes torn or books damaged
 - xii. has possessions which are damaged or "go missing"
 - xiii. asks for money or starts stealing money (to pay bully)
 - xiv. has dinner or other monies continually "lost"
 - xv. has unexplained cuts or bruises
 - xvi. arrives home starving (because lunch money has been taken)
 - xvii. becomes aggressive, disruptive or unreasonable
 - xviii. is bullying other children or siblings
 - xix. is frightened to say what's wrong
 - xx. gives improbable excuses for any of the above
 - xxi. is nervous and 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

- 6.7 Students should report any case of bullying to a member of staff. The Academy will follow these procedures once bullying has been reported:
- i. Bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
 - ii. All reported incidents of bullying initially will be dealt with within one working day. In cases of serious bullying, the incidents will be recorded by staff.
 - iii. Heads of Year will ensure that students involved are interviewed within one working day of their reported incident.
 - iv. In serious cases, parents of both the bully and the victim will be informed by the Heads of Year within two working days, and may be required to come into the Academy to discuss with appropriate staff.
 - v. If necessary and appropriate, police will be consulted.
 - vi. An attempt will be made to help the bully (bullies) change their behaviour.

7 Outcomes

- 7.1 The Academy will always seek to stop bullying immediately by taking a proactive and consistent approach. As part of the Academy policy, it is necessary to take action which communicates unambiguous disapproval of the bullying, as without consequence the bully will learn that this behaviour is acceptable. We stress that the disapproval should be aimed at the behaviour of the student and not the student itself.
- 7.2 Additional action will be taken which encourages the development of caring, responsible behaviour on the part of the bully, for example peer tutoring. The aim is to channel the dominance of the bully into more productive and fruitful activities. Some or all of the following consequences will occur, depending on the severity of the incident:
- i. The bully's parents will be contacted and informed of the incident.
 - ii. The bully will be made to apologise and in some way make up for his or her behaviour.
 - iii. Bullies and victims will be asked to work together to try and figure out a mutually agreeable way to deal with bullying.
 - iv. Involvement of our local community Police Officer who will be asked to speak to the bully/bullies.
 - v. In extreme cases appropriate counselling from the Academy counsellor will be provided.
 - vi. Workshops on anger management and self-esteem will be offered when appropriate.
 - vii. In extreme cases of persistent bullying it will be recommended that the bully has a referral to Child Guidance and Family Support at Shelley Clinic.
 - viii. Serious cases of one off extreme bullying will result in internal suspension or exclusion, and the bully's parents will be required to attend meetings with Heads of Year, Vice Principal or Principal.
 - ix. After the incident has been dealt with, each case will be recorded and monitored to ensure repeated bullying does not take place.

8 Prevention

- 8.1 The academy will always seek to prevent bullying from happening. The Academy aims to promote self-confidence and self-worth, whilst encouraging students to develop their own non-bullying behaviours.
- 8.2 Students will be provided with opportunities, in groups, to develop their understanding of the consequences of acceptable and unacceptable behaviours.

9 Conclusion

- 9.1 By setting up a whole Academy approach to eliminate bullying, we feel we are sending signals to the students that we do care about their welfare. This approach assumes good student-staff relations and creates an atmosphere which continues to foster those relationships. By involving parents and the community our aim is to change attitudes which encourage bullying.

10 Policy review

- 10.1 This policy will be reviewed annually by the Academy Leadership team as part of the Academy annual review process.

10.2 This policy will be reviewed and submitted to the Governing Body. This will allow Governors to assess its implementation and effectiveness.

10.3 This policy will be actively promoted and implemented throughout the Academy.

References

DfE Guidance *Preventing & Tackling Bullying* October 2014