



## **Waingels Anti Bullying Policy January 2022**

Waingels College's Anti-Bullying Policy complies with the Department for Education's Preventing and Tackling Bullying advice for School Leaders, and is guided by recommendations and models of best practice provided by the Anti Bullying Alliance and the NSPCC.

### **Introduction**

This document sets out Waingels College's policy in relation to the issue of bullying. It works in conjunction with our **Cultures and Values** policy. It is firmly based in this School's vision and values that actively promote **respect** and **kindness**. The prevention and management of bullying is important for all school communities, to promote the well-being and learning of all its students. An understanding of how to coexist and treat others with respect and kindness is a central part of every student's education.

The Department for Education recently published guidance for schools on bullying entitled Preventing and Tackling Bullying, advice for headteachers, staff and governing bodies. It outlines the government's approach to bullying, legal obligations and the powers schools have to tackle bullying and the principles which underpin the most effective anti-bullying strategies in schools.

### **Education and inspections act 2006**

- Schools must have measures to encourage good behaviour prevent all forms of bullying amongst students. These measures must be part of the behaviour policy and be communicated to all.
- Headteachers have the ability to discipline students for poor behaviour even when a student is not on school premises or under the lawful control of school staff.

### **Equality Act 2010**

The act requires public bodies to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic (such as race, age, gender) and do not share it; and
- Foster good relations between people who share a protected characteristic and those who do not share it.

The act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a student in the way it provides education for its pupils, provision of pupil access to any benefit, facility or service. This also applies to potential student in relation to admissions

### **Safeguarding & the Children Act 1989**

Where there is reason to believe that `a child is suffering, or is likely to suffer, significant harm` this will be treated as a Child Protection matter and a referral to the Designated Safeguarding Officer/s in school will be made. Whereby cyber-bullying has taken place, under the direction of the Principal, any member of staff may seize devices and delete files from devices. If those files may lead to a criminal prosecution the device must be presented to Police without deleting data. This complies with our Safeguarding Policy.

## **Definition**

***Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.***

We share the view of the Anti-Bullying Alliance that bullying is intentional, repeated, hurtful and reflects an imbalance of power.

We take all forms of bullying seriously and we are particularly concerned to take action in relation to any incidents which involve racist, religious, sexist, disablist or homophobic elements.

Bullying may take the form of:

- Physical violence and threats
- Verbal abuse
- Destruction or theft of property
- Humiliation
- Repeated use of discriminatory language
- Unwanted sexual interest or contact
- Withdrawal of friendship
- Malicious gossip and spreading rumours
- Cyber-bullying and sharing nudes

## **Discriminatory Incidents:**

Our curriculum, and our Equality Policy set out the importance of equality and social inclusion in our community, and beyond. Behaviour identified as being discriminatory is logged on SIMS by staff. This includes:

Racism, homophobia, sexism, ableism, or other behaviour deemed as highlighting students due to protected characteristics.

We will ensure that all parties understand that discrimination will not be tolerated. We will follow up in line with our values and behaviour principles and policy.

## **Our Principles & Aims**

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is no justification whatsoever for bullying behaviour and it will not be tolerated in any form. Differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development.

Effective management of bullying is a shared responsibility and strategies should involve college staff; parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.

## **Scope**

Our first responsibility is to prevent and manage bullying that takes place on school site. We are not legally responsible for incidents that take place off site but we will investigate incidents of bullying reported to us that take place outside school, and will take action where appropriate.

### **We strive to:**

- fulfil School's statutory responsibility to **respect the rights of children** and to safeguard and promote their welfare
- uphold one of central values **RESPECT**, and use this to teach, model and describe the behaviours we expect between our students
- promote a culture in which each pupil is **safe and able to succeed** in all aspects of School life
- develop and implement an anti-bullying policy based on a consistent whole school approach in line with our Culture and Values policy
- demonstrate to parents and carers that School takes their **children's welfare seriously** and that they are being educated in a safe and secure environment
- raise awareness among staff; parents/carers and pupils about the issue of bullying so that we are all **proactive in the prevention of bullying**.
- **communicate** what steps are being taken when an incident of bullying has been reported
- respond to incidents of bullying **fairly and proportionately**
- accurately record all incidents of bullying and to **monitor the effectiveness of strategies** for bringing it under control
- address with bullies their problematic behaviour in a **fair and firm** manner, and to provide them with **support** to enable them to change their behaviour.

### **Prevention**

Staff will constantly reinforce the message to children that bullying is entirely unacceptable and will take positive, decisive action to prevent and control it. All staff will promote and model the values of kindness and respect to everyone. All staff will promote and model a respect for and understanding of the diverse communities we live in.

Students who support others being bullied, who refuse to be a bystander in the presence of bullying or who help staff to bring about a resolution for another student will be recognised and praised.

Trained Anti-Bullying mentors in Key Stage 4 and 5 will be ambassadors of our key values and promote an anti-bullying message visibly and proactively. They will be involved in supportive follow up and in restorative measures, as appropriate.

The issue of bullying will be raised with pupils at a number of levels including:

#### **At whole school level**

- through assemblies when students are reminded of our values of respect and kindness
- through Anti Bullying week
- through the work of the anti-bullying mentors and the work of the School Council
- Effective supervision of students during social times, staff modelling values and the importance of social inclusion in our community

#### **At classroom level**

- during tutor time, in PHSE and other parts of the curriculum

#### **At individual level**

- students who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.

## **Communication**

Parents who believe their children are the victim of bullying should share their concerns with School at the earliest opportunity and be willing to work with us to keep their children happy and safe. All expressions of concern will be taken seriously and investigated. All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the victim receives what support is required. The student being accused of bullying will be spoken to about their behaviour and their parent/carer contacted as a first step.

If parents believe their child is bullying others, this information should be shared with us so that the problem can be addressed and a plan agreed to prevent further incidents and the student helped to change their behaviour.

Waingels is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

## **Implementation**

Waingels is committed to creating a bully-free environment and will ensure that its anti-bullying policy is applied rigorously. All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the victim receives what support is required; the bully is informed of the serious nature of his/her behaviour and a record is made in SIMS.

All students can be confident that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

### **Strategies to support students reporting bullying:**

- sympathy and empathy
- counselling
- assertiveness training
- extra supervision/monitoring
- creation of a support group
- peer mediation/peer mentoring
- informing/involving parents
- `safe place/refuge`
- adult mediation between the perpetrator and the victim (with the consent of student reporting concern)
- arrangements to review progress

### **Strategies to manage and change student`s bullying behaviour:**

Waingels takes bullying behaviour very seriously and will adopt a pragmatic, problem-solving approach to enable bullies to behave in an acceptable way. We hold the view that the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.

Waingels will respond to incidents of bullying behaviour in a proportionate way. When sanctions are felt to be necessary they will be applied consistently and fairly. In line with our Cultures and Values policy, the following options will be considered:

- immediate action to stop an incident of bullying in progress
- restorative meeting
- pupil support meeting
- engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- education about the impact of bullying on individuals
- further education about discrimination, and its impact individuals
- loss of lunch/breaktime privileges
- detention
- community service
- removal from class/group
- withholding participation in sports or out of school activity (if not essential part of curriculum)
- parents informed
- counselling/instruction in alternative ways of behaving
- adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- fixed periods of internal withdrawal
- fixed periods of exclusion
- permanent exclusion (in extreme cases which may involve violence)
- positive reinforcement for children in order to promote change and bring unacceptable behaviour under control

### **Monitoring and evaluating**

Each incident of bullying falling within the school definition will be recorded on SIMS. Any incidents with a racist, religious, sexist, disablist or homophobic element will be identified.

An annual report will be made to the Governing Body indicating the extent of the problem and any trends which may emerge. This information may be shared with parents/carers and pupils.

A report on racist incidents will be made.

Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any on-going concerns. These will be shared with staff, parents/carers and pupils.

The School will consult the student body via questionnaires to measure the effectiveness of the policy. The school will consult parents and carers to measure how effective we have been in responding to incidents they have reported to us.

Language that is overtly sexual, particularly where it is directed to, or about another student in never respectful

Respectful language is never derogatory on the basis of race, gender, sexuality or ability

*Comments of this nature could be a criminal offence*

Behaviour online should be as respectful as it is in person

# RESPECT

#WAINGELSREADY

Please talk to any member of staff about behaviour that causes you to feel uncomfortable

Physical behaviour should always be respectful. Interaction should never make anyone feel uncomfortable. Respectful and responsible!

### Actions following a report of bullying made at Waingels

Student, parent/carer, member of staff reports an incident of bullying



The matter is referred to the Head of Year, who will;

- 1) Conduct an investigation
- 2) Make a record of the details, including type of bullying
- 3) Contact parents with initial findings

If the investigation finds that cyberbullying has involved criminal activity contact Police. If safeguarding issues arise, refer to DSO

Allegation of bullying substantiated **NO**

Meetings with students to provide resolution and reassurance; Make it Right

**YES**

If the investigation finds that racist, homophobic or disablist abuse has taken place alert a member of SLT to this as part of the recording process.

***Student responsible for bullying***

Application of behaviour policy as appropriate. HoY will communicate with key staff for close monitoring and observation

Recommendation for referral to:

- Counsellor
- Behaviour support worker
- Other appropriate professional

Agree a review date between student & HoY to ensure improvement

Parents/carers informed in writing

***Student being bullied***

- Reassured they have done the right thing
- Meeting with anti-bullying mentor
- Safe place/refuge offered
- Support group established
- HoY will communicate with key staff for close monitoring and observation

Agree a review date between student & HoY to ensure improvement

Parents/carers informed in writing

If there is no improvement/if bullying has not stopped as a result of interventions then the behavior policy must be applied at the next level