

# ANTI-BULLYING POLICY

## MISSION STATEMENT

This policy is based on the United Nations Convention on the Rights of the Child, which outlines clearly the rights that everyone under the age of 18 has.

Within the Trust everyone has the following rights:

- The right to an education.
- The right to feel safe.
- The right to practice their religion.
- The right to relax and play.
- The right to learn and use the language of their families.
- The right to special care and support if needed.
- The right to have a say in things that affect them.
- The right to privacy.

We will have a zero tolerance towards bullying in our Trust and communities and each of us involved in education has a role in creating a culture in the Trust where bullying is not tolerated.

No child deserves to suffer the pain and indignity that bullying can cause. We recognise the negative impact it has on the educational experiences and wider development of so many of our children and young people. Bullying has no place anywhere in the Trust community, and this applies both to the bullying of pupils and/or teachers.

Providing safe and happy places to learn is essential to achieving trust, improvement, raising achievement and attendance, promoting Equality and Diversity and ensuring the safety and well-being of all members of the Trust community.

We need to take an active approach to promoting good behaviour, respect for others and to tackling all forms of bullying – including prejudice driven bullying and cyber bullying. The Trust, with the support of parents, the wider community, the local authority and young people themselves, need to take effective action to prevent bullying happening in the first place.

A preventative approach helps the Trust to safeguard the well-being of their pupils and staff as well as playing their part in creating a society in which we all treat each other with dignity and respect. When bullying does occur we need to respond promptly and firmly. We need to apply appropriate disciplinary sanctions.

The Trust is an inclusive community in which the Anti-bullying Policy identifies the underpinning ethos of the Trust as one of caring through intolerance of bullying whilst maintaining the Christian traditions of forgiveness and reconciliation.

## DEFINITION OF BULLYING

The Anti-Bullying Alliance defines bullying as “The repetitive, intentional hurting of one person or group by another person or group where the relationship involves an imbalance of power. Bullying can be Physical, verbal or psychological. Bullying can happen face to face or through cyberspace.” The Trust accepts this definition of bullying and uses it as a basis for this policy.

## **HOW DO WE DEAL WITH BULLYING**

Bullying is dealt with swiftly and decisively. All forms of bullying are treated seriously, including, but not limited to Homophobic and Transgender, Special Educational Needs and Disability, and racially motivated. The Anti-Bullying Pathway is in operation in conjunction with the behavior policy.

### **RAISING AWARENESS THROUGH:**

- The curriculum in personal, social and health education, religious education, physical education, tutor time, ICT poster design, English creative writing, poetry, expressive art, history and drama.
- Student information posters
- Student Leadership Team
- Peer Mentoring
- Assemblies focusing on issue of bullying
- National Anti-bullying week Outside Speakers/Workshops Staff training – INSET
- Staff meetings
- Behaviour and Reward Pathways

### **CONSULTATION**

If the Trust's aims are to ensure we deal with the issue effectively it is vital that we consult/communicate with all stakeholders (students, teachers, mentors, Home School Liaison Officers , parents/carers, Directors) and seek advice/help from outside agencies such as The Anti-Bullying Alliance, Ditch The Label, PCSO'S, Barnardos and School Nurse.

Through Student Leadership meetings, staff meetings and the future consultation group which will represent all stakeholders across the Trust. The West Grantham Academy St Hugh's has a named member of the Senior Leadership Team who holds responsibility for Anti-Bullying within the academy.

### **IDENTIFYING THE PROBLEM**

- At St Hugh's regular survey will be carried out by all students and analysed by staff to form an action plan.
- A survey will also be available annually on the Website to consult and gather parental views. Results will be analysed and sent to relevant personnel. Incidents of bullying are recorded on a computer database and parents will be informed of any incidents or action taken involving their child/children. Whether they be aggressor or victim. This may be through phone call, letter or text
- All recorded incidents of bullying are to be kept confidential

Worry boxes are available on both the upper and lower sites at St John's for pupils and parents to log their concerns. These will be dealt with by the Inclusion Team and Senior Leadership Team.

THE WEST GRANTHAM ACADEMY ST HUGH'S

ANTI-BULLYING PATHWAY

B1

Investigate. Speak to all concerned. Parents and Carers and all parties contacted. Warning put on SIMS.

B2

When an incident involves the same victim or a similar action on another student. Restorative Justice meeting to be held wherever possible.

B3

When an incident involves the same victim again or a similar action on another student. After school detention

B4

When a further incident occurs meeting with parents/carers, student and Zone 2

B5

When a further incident occurs meeting with parents/carers, **Anti-bullying Co-ordinator** and senior leadership. Further consequences may be issued

## Advice about bullying



Bullying is when somebody or a group of people are hurt by others.



Somebody could be hurt because people say hurtful things to them.



Or they could be hurt physically.



It can happen face to face.



Or it can happen through the internet.



If you are being bullied you might not be able to stop it.



If you think you are being bullied you should tell someone you trust.



You can also get advice and support by contacting Childline.



Call 08001111.