



# Weston Favell Academy

## Anti-Bullying Policy 2023/24

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# Weston Favell Academy Bullying Policy

## Introduction

Bullying of any form is not tolerated and will be challenged at Weston Favell Academy. Any cases of bullying are dealt with very seriously, we have a zero-tolerance approach to bullying.

The aims of this policy are:

- To prevent bullying
- To deal effectively with bullying if it occurs
- To ensure pupils feel safe at the Academy so they can learn and thrive
- To ensure that all students, staff and parents are clear that we do not tolerate bullying and how it will be dealt with in school

## Academy Values

Our values are fundamental to the life of our school and rooted in our commitment to high achievement, inclusion and the development of the whole child. We strive to build the character of pupils at Weston Favell Academy along with their academic abilities. We expect everyone to express these at all times:

- Perseverance
- Respect
- Inclusivity
- Determination
- Excellence

We work with parents and carers to understand their children and their circumstances and believe this relationship is an important part in building a strong learning community. Parents/carers are asked to support this policy.

We recognise that good behaviour is best achieved through:

- consistency
- high expectations
- a focus on learning praise and rewards

## How to respond to bullying:

If you are being bullied:

- Report to any member of staff immediately
- You will be supported and helped to rebuild confidence and feel safe again at Weston Favell Academy
- Report online following the link below:

<https://www.westonfavellacademy.org/page/?title=Bullying&pid=63>

**For pupils who engage in bullying behaviour:**

- Sanctions will be placed in line with our Behaviour Policy.
- They learn to behave in ways which do not cause harm in future because they have developed their emotional skills and knowledge
- They learn how they can take steps to repair the harm they have caused

**For the Academy:**

The whole community is clear about the anti-bullying stance the Academy takes; pupils, as well as staff and other members of the Academy, are fully engaged in developing and reviewing anti-bullying work in the school. Every chance is taken to celebrate the success of anti-bullying work.

All pupils are clear about the roles they can take in preventing bullying, including the role of bystanders.

**For Academy Staff:**

They promote a climate where bullying and violence are not tolerated and cannot flourish, and they continually develop best-practice based on knowledge of what works:

- There is a review of the school anti-bullying policy at least every two years and, as a result, the policy and procedures are updated as necessary
- Curriculum opportunities are used to address bullying
- Pupil support systems are in place to prevent and respond to bullying
- All staff take part in relevant professional development, and are clear about their roles and responsibilities in preventing and responding to bullying
- All staff are aware of the importance of modelling positive relationships
- To report any bullying concerns on CPOMs
- They work in partnership with Parents, other schools and with Children's Services and Community Partners to promote safe communities.

**For Parents:**

- Weston Favell Academy does not tolerate bullying of any kind
- If you are concerned about any issues regarding bullying, please contact the Academy
- As a Parent/Carer you can be confident all reports of bullying will be investigated and dealt with in a manner sensitive to the needs of the individual child concerned
- You will be kept informed as the matter progresses

The term 'bullying' is not an umbrella term that can be used for all incidents where one person has been hurt by another (either physically or emotionally).

We are also clear that bullying is not:

- One-off occasions of being left out, people not getting along, meanness or nastiness.

- A random act that made you scared or hurt.
- Falling out, arguing, or fighting with people, when both sides are to blame.

Even though these are not bullying, these are still not acceptable behaviour and will still be dealt with. They may still constitute peer-on-peer abuse.

### **Raising Awareness**

While there is no single definition of bullying, the DfE identifies three points which most definitions share:

- The behaviour is intended to cause distress
- The behaviour is repeated
- There is an imbalance of power between the perpetrator/s of bullying and the target
- 'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.' (Safe to Learn, DfE)

Bullying can take place between students, between students and staff or between staff, and can include:

- Peer on peer abuse
- Name-calling, taunting, mocking and making offensive comments
- Offensive graffiti
- Excluding people from groups
- Gossiping and spreading hurtful or untrue rumours
- Kicking, hitting, pushing
- Taking belongings
- Cyber bullying – including sending inappropriate, offensive or degrading text messages, emails or instant messages via the internet, setting up websites designed to embarrass or upset individuals or excluding them from social networking sites.
- Homophobic/biphobic or transphobic comments

Students may be bullied for a variety of reasons, including:

- Ethnic background, religion or culture
- Disability, special educational needs or a particular ability
- Sexual orientation
- Gender (including sexualised bullying)
- Size, appearance or health conditions
- Social or economic status (poverty, class)
- Age/maturity
- Home circumstances – certain groups such as students in public care, or young carers, or those with same sex parents/carers or whose parents/carers have mental health difficulties may be particularly vulnerable.
- Anti bullying workshops/performances

For instances where friends may fall out on several occasions over a period of time, it may not be regarded as bullying. We must be careful to avoid the term 'bullying' being used as a term that may be chosen by one of the party's involved to try to escalate the seriousness of the matter. The school works hard to ensure that all students know the difference between bullying and simply "falling out".

### **Where Bullying Occurs**

Bullying can take place in many places. It can occur during the journey to and from the Academy, before lessons begin, at break, lunchtime and during lesson changeovers in corridors. Toilets and changing rooms are places where bullying can occur. Bullying may also take place in a subtle and surreptitious way during lessons when adults are present. Cyber-bullying incidents may originate from outside of the Academy but if it affects pupils during the school day then we will respond to it.

### **Prevention of Bullying**

At Weston Favell Academy everyone is expected to conduct themselves respectfully, demonstrating tolerance and understanding always. Prevention is better than cure so at Weston Favell Academy we are vigilant for signs of bullying and always take seriously reports of bullying. We use the curriculum and other appropriate times to reinforce the ethos of the school and help students to develop strategies that combat bullying-type behaviour. Bullying is an action directly against a key value of the school, RESPECT. We strive to organise our community in order to minimise opportunities for bullying. We use a variety of methods to help students prevent bullying. As and when appropriate these may include:

- Strong school ethos
- Buddy/mentoring systems
- Assemblies
- Anti-Bullying week
- Internet Awareness work
- Display materials around the school by a variety of means (posters, website etc)
- Behaviour plans and Pastoral Support Plans for individuals
- Positive achievement assemblies
- PSHE sessions on E-safety and bullying
- Parental/Staff/Student surveys
- External Drama workshops/performances

The responsibility of "all" cannot be stressed enough. The responsibility of the bystander challenging bullying (not being complicit) is vital. All students should know that the Academy cares about bullying.

### **Signs of Bullying Incidents**

Adults should watch for early signs of distress in students. These may be the early signs of bullying. These may include:

- Fears of walking to or from school
- Doesn't want to go to school on the school/public bus
- Asks to be driven to school all the time
- Changes their usual routine
- Does not want to attend school (school phobic)
- Begins truanting school
- Asks for money or starts stealing money
- Comes home starving
- Stops eating
- Becomes withdrawn, anxious, or lacking in confidence
- 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
- Some possessions go 'missing'
- Dinner or other monies continually get 'lost'
- Has unexplained cuts or bruises
- Starts becoming aggressive, disruptive, unreasonable
- Is bullying other children or siblings
- Is scared to say what's wrong
- Gives improbable excuses for any of the above

### **Anti-bullying Procedure**

The Academy regards bullying behaviour very seriously and therefore the following steps will be promptly taken in dealing with incidents.

### **Reporting and Supporting**

Pupils can report any bullying issues or concerns to the Head of Year Team or by reporting it to a member of staff/student they trust. They can also access the link on the Academy's website at the start of this document. These incidents will then be passed over to the Behaviour Team to action.

They can also report incidents directly to their Tutor, who will also pass it over to the Behaviour Team to action. There are a few support plans that can be put in place for a pupil who feel they are being bullied, and for a pupil who may be the perpetrator of bullying.

Support in place could be one of the following:

- Breakfast club
- Lunch time groups
- Peer Mentoring

- Meet and Greet
- Counselling (for intense cases) Courses:
- Protective Behaviours
- Self-awareness and self-esteem

**Linked Policies:**

Safeguarding Policy

Behaviour Policy

E-safety Policy