



# WELLAND ACADEMY

## Introduction

At Welland Academy, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our academy and **will not** be tolerated. All pupils should feel able to alert a member of staff and when bullying behaviour is brought to our attention, prompt and effective action will be taken. We are a **STOP** school.

<i>S</i>	<i>Several</i>	<i>Start</i>
<i>T</i>	<i>Times</i>	<i>Telling</i>
<i>O</i>	<i>On</i>	<i>Other</i>
<i>P</i>	<i>Purpose</i>	<i>People</i>

This means that **anyone** who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

## What Is Bullying?

Bullying is:

- a behaviour by an individual or group that is repeated over time, not a one off event.
- the wilful, conscious desire to hurt or threaten someone physically, emotionally or materially.
- when a person or group deliberately intends to cause someone else to feel hurt, distressed, threatened or humiliated.

Bullying takes different forms:

- **Physical** - hitting, kicking, pushing, taking belongings.
- **Verbal**- name-calling, taunting, mocking, making offensive comments.
- **Cyber** - through the use of technology, such as inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet.
- **Written** - Producing offensive graffiti.
- **Social** - gossiping, excluding people from groups, spreading hurtful and untruthful rumours.

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Academies have a responsibility to respond promptly and effectively to issues of bullying.

## Objectives of this Policy

- All teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises
- As an Academy we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## Prevention

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, Reflection time, assemblies and subject areas, as appropriate.

We will use some or all of the following to help raise awareness of and prevent bullying.

- Writing and implementing a set of class rules
- Signing a home/school agreement
- Anti-bullying week
- Reading stories about bullying or having them read to a class or assembly

- Having regular discussions about bullying and why it matters

### **Implementation**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- In cases of cyber bullying we encourage parents to record the evidence and refer to advice on our website.
- A clear and precise account of the incident will be recorded on CPOMs and given to a member of the ALT as appropriate.
- The ALT will interview all concerned and will record the incident.
- Parents will be kept informed.
- The behaviour policy will be followed accordingly.
- If necessary and appropriate, police will be consulted

### ***Pupils***

*Pupils who have been bullied will be supported by:*

- Offering an immediate opportunity to discuss the experience.
- Reassuring the pupil
- Learning Mentor support as appropriate.
- Use of playground Friendship Buddies

*Pupils who have bullied will be helped by:*

- Discussing what happened
- Discovering why the pupil became involved
- Learning Mentor school as appropriate.
- Informing parents or guardians to help change the attitude and behaviour of the child.

*Depending of the severity of the bullying, the following disciplinary steps can be taken:*

- Detention
- Exclusion from certain areas of school premises/times of day.
- Internal and External Seclusions.
- Fixed-term exclusion
- Permanent exclusion

### **Signs and Symptoms**

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- uses excuses to miss school (headache, stomach ache etc)
- begins to suffer academically
- asks for money or starts stealing money
- has unexplained cuts or bruises or shows signs of being in a fight
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- is unable to sleep
- is frightened to say what's wrong
- gives unlikely excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a text message or email is received

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should always be investigated.

**Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Reviewed : March 2018

Next Review Date = March 2019

