

Anti-Bullying Policy

- a) This policy applies to all Trusts managed by Wootton Academy Trust (WAT)
- b) This policy was adopted by WAT in September 2013
- c) This policy was reviewed in April 2019
- d) The next review is July 2020

Lead member of Leadership Team:	Carrie McMorn
Designated Safeguarding Lead (DSL) for Child Protection:	Katy Enser
Assistant Principal (Behaviour):	John Spurling
Directors Committee:	Wootton Upper School LGB and Kimberley LGB
Designated Governor for Safeguarding at WUS:	Sally Knight

Associated documentation:

- Behaviour policy and associated documents
- Complaints policy
- Confidentiality policy
- Safeguarding and Child Protection policy
- Child Protection Staff handbook
- Anti-Bullying staff handbook
- Attendance policy
- Holidays in Term Time policy
- Acceptable Use policy (internet)
- Equality policy
- Equal Opportunities policy
- The teaching of PSHCE education and British Values

Introduction

The aim of WAT's Anti-Bullying Policy is intended to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour; it is unacceptable and will not be tolerated.

At Wootton Upper School and Kimberley 16-19 STEM College we promote and protect three rights for all our students:

1. The right to feel safe
2. The right to learn, and
3. The right to be respected

WAT's Anti-Bullying Policy outlines what the Trust will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and with the support of the Local Authority.

Mission Statement

To ensure that every student feels safe, and is able to share any concerns in the knowledge that prompt support will be forthcoming.

Trust Values

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| • Excellence | outstanding student progress and |
| • Enrichment | achievement education of the whole |
| • Independence | nurturing initiative in students' attitudes to learning |
| • Opportunity | success regardless of background |
| • Equality | a safe place to value and celebrate diversity |
| • Community | students, staff, parents, governors, directors and other Local people together |
| • Partnerships | collaborative relationships with other |
| • Continuity | organisations celebrating our traditions whilst |
| • Celebration | recognising student achievement |
| • Integrity | in all that we do |

Trust Values

These values are summarised by the Wootton Upper School Values of:

- **Aspiration**
- **Opportunity for all**
- **Belief in ourselves.**

Aims and objectives of this policy

We will:

- Teach about rights and respect, as well as antibullying and staying safe through PSHCE
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Parliament.
- Train all staff to identify bullying and follow the schools' policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable students.
- Ensure that all students can access help through a variety of means

Rationale

Bullying can happen to anyone. This policy covers all types of bullying, including prejudice-related bullying:

- Bullying related to race, religion or culture
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber-bullying.

Definition of Bullying

Bullying is **"Behaviour by an individual or group, usually repeated over time that intentionally hurts another individual either physically or emotionally."**

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking, hitting; taking belongings; inappropriate text messaging and electronic messaging (including through websites, social networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untrue rumours.

*(Safe to Learn – Embedding anti-bullying work in schools, DCSF 2014).
(www.ceop.police.uk/safety-centre/)*

Bullying differs from other kinds of aggressive behaviour because there is a **deliberate** intention to hurt or humiliate, there is an **imbalance of power** that makes it hard for the victim to defend themselves, and it is **usually persistent**.

Involvement of students

We will:

- Regularly canvas students' views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.

- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns, including Anti-Bullying Ambassadors
- Publicise the details of help lines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

Liaison with parents and carers

We will:

- Ensure that parents / carers know who to contact if they are worried about bullying.
- Ensure parents / carers know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.
- Involve parents/carers with our work with students who have been bullied, and with those who have been bullying.

Monitoring and review, policy into practice

We will review this policy at least once every two years. We will also review the policy if incidents occur that suggest the need for review. The Trust's schools use the guidance by the DfE, CEOP and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

In addition we report incidents of bullying as required to our Local Borough Council.

This policy will be reviewed and monitored by the governing body of each School/College

The Principal of each School/College will delegate responsibility for ensuring that all staff and students are aware of this policy.