



# Anti-Bullying Policy

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Bullying is anti-social behaviour, is unacceptable and will not be tolerated by any member of the Westbourne School Community. It is only when all concerns of bullying are addressed that all persons within the school community will be able to fully benefit from academy life.

At Westbourne School, we endeavour to ensure that all persons within the school community feel confident and comfortable to talk about their feelings and have someone to talk to if they are being bullied or are aware of others being bullied.

As a school we focus on preventing bullying behaviours and see the behaviours as unacceptable, but not the person doing the bullying themselves. The guidance and support that we offer all persons, aims to improve the behaviour of those responsible for any bullying.

### **DEFINITION:**

Bullying is a deliberate behaviour that is an intended and repeated action that is used to hurt someone either physically or emotionally. Underlying most bullying behaviour is an abuse of power and a desire to intimidate and dominate.

Bullying is not a welcomed part of school or working life. No one person or group, whether staff or pupil, should have to accept this type of behaviour and only when all issues of bullying are addressed, will all members of Westbourne School be able to benefit from the opportunities available.

### **Bullying can occur through several types of anti-social behaviour:**

- **Verbal:** e.g. name calling, insulting, repeated teasing, homophobic, religious, racist, sexist, directed towards physical/social disability/learning difficulty e.g. dyslexia.
- **Physical:** e.g. kicking, hitting, theft, damaging belongings
- **Indirect:** excluding someone from social groups, spreading rumours
- **Threatening behaviour:** e.g. extorting money with the threat of violence
- **Inappropriate use of technology:** e.g. text messaging, e-mails, inappropriate filming by camera phone, BBM messaging, cyber bullying, sexting.

### **What should we look out for?**

- Changes in behaviour: e.g. becoming shy, nervous, feigning illness, taking unusual absences, tearful
- Changes in work or attendance and lack of concentration

**KEY RULES:**

- Each member of the school community must be encouraged to report bullying (posters, tutor time activities, school council, effective communication with parents/carers).
- All staff working in the school must be alert to the signs of bullying and act swiftly and firmly against it.
- Any consequences for bullying of any kind should be brought to the attention of pupils, staff and parents/carers.

All incidents of unacceptable and bullying behaviour will be recorded on Sleuth and then onto the Bullying Log. An agreed range of strategies will be used to demonstrate to the individuals involved how seriously the matter is taken and to prevent repeat incidents, this will include consequences and supportive interventions in line with our trauma-responsive behaviour policy (SPC5 Promoting Positive Relationships and Behaviour Policy)

**STRATEGIES FOR PREVENTION OF BULLYING:**

Awareness of bullying can be raised through;

- a) The curriculum
- b) A whole school approach to the prevention of bullying through awareness campaigns, school council, tutor time discussions, vigilance, modelling of positive behaviours etc.
- c) Pastoral Interventions

**a) The Curriculum:**

The aim is to give bullying as high a profile as possible with all subject areas incorporating a focus on bullying wherever possible to promote an anti-bullying ethos. Each teacher is to be familiar with and to promote the policy and, in addition to this, to identify within their own subject areas how they might endorse and reinforce school policy.

**b) A Whole School approach:**

An anti-bullying ethos is emphasised through our school ethos and our core rules of Ready, Respectful and Safe. Work is done with staff on Training Days, modules in our comprehensive PSHE programme, with our student council, and with governors. National Anti-Bullying Week has a high profile in the school with assemblies and activities co-ordinated and led by all staff. All staff reinforce the policy through all areas of school life and as a school we strive to:

- Organise the school community in order to minimise opportunities for bullying e.g. increased supervision at break and lunchtimes.
- Deal quickly, firmly and sensitively with any complaints, involving parents/carers and other agencies where necessary.
- Review the anti-bullying policy and its degree of success via pupil / parent/carer questionnaires, updated clinical evidence, and input from other agencies.

- Have a fair consequences structure that is simple to understand – we expected pupils to be ready, respectful and safe.
- Ensure that the anti-bullying policy links with the Promoting Positive relationships and Behaviour policy.
- Encourage pupils to discuss their relationships with others and to form positive attitudes towards others through tutor time discussions.
- Ensure that all areas in the academy are safe for all pupils via feedback from pupil voice. Provide areas for more vulnerable pupils to use e.g. Library, ICT Clubs, lunchtime nurture clubs, sensory and pastoral rooms.

### **c) Pastoral Interventions**

The pastoral team will offer proactive and supportive interventions to the both the victim and the perpetrator of the bullying in order to prevent reoccurrence. These will be planned and structured around need and will be in line with clinical team input under our wellbeing rainbow offer.

### **REPORTING BULLYING:**

Pupils are to be encouraged to report any incidents of bullying to tutors, safeguarding leads, SLT and/or their parents. Any incident of bullying will be taken seriously.

Pupils will:

- Be told that everyone deserves to be treated with respect, that they do not deserve to be bullied and that bullying behaviour is wrong and that they have done the right thing by coming forward.
- Be given advice around steps they can take while the allegations are investigated and what we will do to keep them safe. Pupils will be reassured that teachers will deal with the bullying incident in a way that will not make things worse for them.

Staff will:

- Record incidents on Sleuth as soon as possible after the incident has been reported
- Feedback to all staff team at staff debrief and alert DSL
- Be vigilant to all interactions and changes in behaviour and log these also.
- DSL will update bullying log

### **PARENT/CARER LIAISON:**

If parents have any concerns about bullying issues, they are asked to contact their child's tutor or the appropriate member of staff in the first instance. Parents are also encouraged to:

- Advise their child to report an incident of bullying promptly rather than retaliate. Fighting back will only make matters worse. Look for unusual behaviour e.g. suddenly not wanting to attend our school, feel ill regularly etc

- Take an active role in their child's education by enquiring how their day has gone, how they spent lunchtime etc
- Contact the school immediately if they feel their child may be a victim of bullying behaviour
- Some children may well feel that they are being bullied because there is something wrong with them. In most cases, parents should reassure their children.
- In a minority of cases, parents may feel concern that aspects of their child's behaviour may well be a contributory factor to the bullying they are experiencing. Parents are urged to contact the school immediately in order to work together on alleviating this.

### **PROCEDURES FOR RESPONDING TO ALLEGATIONS OR INCIDENTS OF BULLYING:**

The following steps are taken when dealing with bullying incidents:

- All incidents recorded on the bullying log by DSL
- Victim and Perpetrator's parents/carers receive a phone call home to discuss the situation and actions to be taken,
- Tutor and/or pastoral team member have a discussion with the victim and perpetrator (separately) with a view to looking at work around feelings and emotions around the incident. Safeguarding team will decide on any ongoing work required.
- To encourage a positive change in the motivation of the pupil who has bullied and to prevent recurrence, a supportive response is undertaken. This method involves healing emotional damage and making sure that fairness and justice prevails. Its main purpose is to ensure that the pupil(s) who has caused the harm understands the impact of their behaviour and their own reasons behind the negative behaviour. They will also be encouraged to make good with the person they have harmed with their actions.

**Stage 1** – First time that bullying has been reported (please look at definition of bullying – please note that it is repeated and not a one-off incident). A supportive approach is taken with the perpetrator's parents/carers being contacted and time spent with pastoral team to unpick the incident and feelings around this.

**Stage 2** – Second time that bullying has taken place, parents/carers of the perpetrator will be called in to have a discussion with their child present. Consequences will be put in place such as removal of reward time, changes to the pupils' day (such as using a different playground etc) or other low level loss of benefit options in line with our 'Promoting Positive Relationships and Behaviour Policy'. Pastoral intervention on a longer term basis will be put in place.

**Stage 3** – Third time that bullying has taken place, a second parent/carer meeting will take place and an alternative timetable for a specific period of working at home or in a community venue supported by pastoral staff will be enforced. Parents will be required to attend a return to school interview with SLT. LA will be informed. A referral to the clinical team will be made.

**Stage 4 –**

If all the above fail, the pupil may be recommended for a change of placement or Permanent Exclusion (Please see Exclusions Policy).

In order to encourage responsible and respectful behaviour from all pupils, appropriate behaviour is rewarded by:

- a) Positive Sleuths
- b) Commendation postcards home
- c) Phone calls home to parents/carers
- d) Rewards trips

**SUPPORT:**

All members of the school community who have been bullied should be offered an immediate opportunity to discuss the experience with someone appropriate of their choice. They should reassure the victim and help restore their self-esteem and confidence.

Longer term pastoral intervention is available for all victims of bullying should this be required or wanted.

**MONITORING AND REVIEW:**

This policy will be reviewed regularly (at least annually) and policy will be updated to reflect these reviews.



