



Anti-Bullying Policy

Review date: June 2019

Next Review Date: June 2020

WILMINGTON ACADEMY

Anti-Bullying Policy

Statement of Intent

We believe that every member of the Wilmington Academy Community should be treated fairly by all other members of that community. We also expect equal opportunities for everyone.

By fairness and equal opportunities, we mean:

- Feeling safe, welcome and not a victim of bullying. By bullying we mean any deliberate action that makes a person feel bad about themselves. This involves verbal and physical abuse.

- Having respect for each other.

- Celebrating the fact that the school community has many races and backgrounds.

- Not making fun of people's differences.

- ☑ Looking out for others and doing something about it if we see anyone being put down. Insisting that the academy takes firm, but appropriate action. Recognising that other people with their differences can also be right.

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Equal opportunities mean that no one at Wilmington Academy should be made to feel left out. Each one of us should be responsible for the wellbeing of others. We expect the academy to act to protect our rights.

These are all forms of bullying (but the list is not exhaustive):

- Name calling about appearance.

- 'Banter' or 'just having a laugh' comments will be investigated and challenged by staff.

- Cruel comments about how rich / poor someone is.

- Being rude about how bright or unintelligent someone is.

- Abuse or negative attitudes regarding another person's race/culture.

- Unpleasant comments about people's disabilities.

- Persistent teasing.

- Threatening.

- Pushing around or other acts of violence.

- Being abusive or offering negative attitudes about someone's sexual orientation.

- Using new technologies to be unkind towards someone else.

Bullies use of power to cause suffering. There can be no place for this in this academy. Action is always taken against the bully. There is an acknowledgement that bullies need help too and this will be provided where required.

Bullying is cowardly. The bully carefully picks on someone who is unlikely or unable to retaliate.

Bullies in a group find safety in numbers.

There is no such thing as a brave bully. The really brave person is the one who TELLS, rather than keep silent.

As a telling community we are protecting others who may be at the mercy of the bully. The academy condemns all forms of bullying and seeks to help of students, staff, governors and parents in defeating it wherever it arises. It does not matter where it happens, if it is a member of our community, it's our business.

The academy gives every possible support and protection to those who tell on the bully.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- **Physical** pushing, kicking, hitting, punching or any use of violence.
- **Racist** racial taunts, graffiti, gestures.
- **Sexual** unwanted physical contact or sexually abusive comments.
- **Homophobic** because of, or focussing on the issue of sexuality.
- **Verbal** name-calling, sarcasm, spreading rumours, teasing.
- **Cyber** All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging and calls.

☒ **Misuse** of associated technology, i.e. camera, video facilities, Facebook, Instagram, Snapchat etc.

Objectives of this Policy

To ensure that:

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is. This includes physical, verbal, racist, homophobic, cyber bullying, and the bullying of children with special education needs.
- All members of the academy community should know what the academy policy is on bullying, what they should do if bullying arises and follow it when bullying is reported.
- It is recognised that as an academy we take bullying seriously.
- Bullying of students and staff will not be tolerated.

Procedures

- Bullying incidents should be reported to an appropriate member of staff as soon as possible.
- The issues will be addressed by the appropriate member of staff at the earliest possible opportunity.
- In each case brought to the attention of the academy, appropriate mechanisms will be used to record any incident, clearly and accurately taking account of different viewpoints as necessary.
- Where the incident involves a student the incident should be logged on the MIS.
- When any incident is deemed to be of a racist nature the 'Racial Incident Form' must be used to record the details.
- In serious cases parents/carers should be informed and discussions will be held to seek a resolution to the issues.
- An attempt will be made to help the perpetrators change their behaviour.
- If necessary and appropriate, police or other external bodies will be consulted.

Outcome/Procedures

- ☑ Seek stakeholders support to ensure a successful resolution.
- Only after the incident / incidents have been investigated fully.
- The bully (bullies) may be asked to genuinely apologise and other consequences may take place.
- If possible, a reconciliation will be encouraged.
- In more serious cases or where bullying is repeated, a range of sanctions may be utilised. These may include strikes, fixed term or permanent exclusion from school.
- Parents/carers of both parties will be contacted to make them aware of issues that have arisen and to seek their support to ensure a successful resolution.
- ☑ After the incident/ incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use a range of strategies to help to prevent bullying. These will include:

- Ensuring that all members of the community, parents and carers are aware of the Bullying Policy through the academy newsletter, website, assemblies, Parents' Forum and bespoke meetings.
- Ensure parents and carers know how to support their sons and daughters in relation to issues such as cyber-bullying by providing relevant and up to date information to them.
- Provide clear anti-bullying messages through displays in all parts of the academy.
- Ensuring that bullying is an integral element of the curriculum.
- Promoting British values.
- Encouraging International mindedness.