

WILL ADAMS ACADEMY



Anti-Bullying Policy

Date of last review	March 2024
Review cycle	3 years
Policy due for review and approval by Local Governing Body	March 2027

Introduction

Bullying is: *“long standing violence, physical or psychological harm, caused by an individual or group and directed against an individual who is not able to defend himself/herself in the actual situation, with a conscious desire to hurt that individual or put him under stress”.* (Court definition)

Bullying is behaviour that:

- intentionally involves unwanted negative actions.
- involves a pattern of behaviour which is repeated over time.
- reflects an imbalance and abuse of power.
- causes distress, feelings of isolation, lack of confidence and fearfulness. It can be verbal, physical, or psychological, either face-to-face or through other medium such as cyber bullying. The ‘target’ is discriminated against for being different – that is in race, gender, beliefs, sexuality, ability or disability, physical appearance or the target might just be chosen at random or out of a personal dislike or simply jealousy.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, or not wanting to come to Will Adams Academy. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Rationale

At Will Adams Academy everybody, students, and staff, has the right to be treated with respect and be safe.

Aim

The aim of the Anti-Bullying Policy is to ensure that students learn in a supportive, caring, and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to benefit fully from the opportunities available at school.

Process and Procedure

School

Statutory duty of schools – Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents/carers, and students. Further information can be found [here](#).

Procedures are now set down for reporting, recording, and dealing with incidents of bullying:

- Students or their parents/carers should feel able to report a bullying incident to any member of staff.
- Staff should then verbally tell a member of the Senior Leadership Team and complete a SIMs referral immediately.
- The Headteacher/senior member of staff will follow procedural guidelines as set out in this policy. Checking the report and speaking to all those concerned.
- Staff will be kept informed and if the bullying persists will advise the Headteacher/senior member of staff.
- Parents/Carers will be kept informed of actions, intervention strategies and consequences.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Students

Staff will ensure the following consequences will be followed for students who have bullied, with students triggering any stage depending on the severity of the incident:

- **Racist bullying** immediately reported to the local authority using the standard form.
- **First Stage:**
 - Incident logged and the student reminded of the policy.
 - An opportunity to discuss why they became involved and what needs to change.
 - Restoration of relationship with the victim – carefully supervised.
 - Parents/Carers informed with the anti-bullying letter 1 for offender and a letter to the victim.
- **Second Stage:**
 - As above.
 - Possible fixed term exclusion.
 - Parents/Carers informed with anti-bullying letter for offender and a letter to the victim.
- **Third Stage:**
 - As above.
 - Fixed-term suspension.
 - Anti-bullying course.
 - Parents/Carers informed with anti-bullying letter for offender and a letter to the victim.
- **Persistent Offenders:**
 - Police involvement – this could be in the form of a discussion, warning or possible charge.
 - Longer fixed term or permanent exclusion.
 - Other outside agencies as appropriate.

Cyber or E-bullying

Internet responsibility and safety is a key issue being addressed at Will Adams Academy – mobile devices are removed from students on entry at the start of the school day and advanced filtering systems are used on computer equipment within the school.

Cyber or e-bullying is taken seriously and will follow similar routes to the above. Evidence needs to be kept of the e-bullying and action taken accordingly. Will Adams Academy may well refer the matter to the Police, or recommend parents/carers refer it to them, depending on the nature of the e-bullying and level of bullying.

Students who have been bullied will be supported by:

- being offered an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassurance
- Restoration of relationship with the bully.
- Being offered continuous support and assertiveness training.
- A restoration of self-esteem and confidence.
- Whole-school work around the issue.

Within the curriculum the school will raise the awareness of bullying through Citizenship lessons, assemblies, school meetings (where appropriate) and subject areas, in an attempt to eradicate such behaviour.

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.

Appendix 1

Letter to Victim's Parents/Carers

Dear **(Parent/Carer's name)**,

I am writing to inform you that another student has behaved in an unacceptable manner towards **(student's name)**.

This behaviour included **(details of the behaviour)**.

This incident has been fully investigated and the student/s have been spoken to and dealt with in accordance with the Anti-Bullying Policy.

This type of incident can be distressing and **(student's name)** has been offered support and advice but if you would like to discuss this, or if you have any further concerns, please do not hesitate to contact me.

Yours sincerely

Mr. P Hardwick
Head of School

Appendix 2

Letter 1 to Bully's Parents/Carers

Dear **(Parent/Carer's name)**,

I regret to inform you that **(student's name)** has been involved in persistent nastiness towards another student on **(date/s of incident/s)** as reported by several members of staff.

He/she has **(details of what has happened)**.

This has been discussed with **(Student's name)** and **he/she** has been made aware that this type of behaviour is totally unacceptable and that it will not be tolerated at Will Adams Academy. **(Student's name)** has been given a Stage 1 warning in accordance with our Anti-Bullying Policy.

It is important that **(student's name)** learns from this and that this type of bullying behaviour does not become an issue for **him/her** in the future as this may lead to an exclusion from school.

I would be grateful if you could discuss this with **(student's name)** at home and reinforce that there is no excuse for this type of behaviour.

I thank you for your support with this and please do not hesitate to contact me if you would like to discuss this further.

Yours sincerely

Mr. P Hardwick
Head of School

Appendix 3

Letter 2 to Bully's Parents/Carers

Dear **(Parent/Carer's name)**,

I regret to inform you that **(student's name)** has **again** been involved in further bullying behaviour on **(date/s of incident/s)**.

Despite having been made aware that this type of behaviour is not going to be tolerated he/she has **(details of the incident/s)**.

As explained in the letter dated **(?)** this type of behaviour will not be tolerated at Will Adams Academy and should **(student's name)** be involved in any further bullying of students he/she will be excluded. **(Student's name)** has been given a Stage 2 warning in accordance with our Anti-Bullying Policy.

I would be grateful if you could again discuss this with **(student's name)** at home and again reinforce that there is no excuse for this type of behaviour.

I thank you for your support with this and please do not hesitate to contact me if you would like to discuss this further.

Yours sincerely

Mr. P Hardwick
Head of School

Appendix 4

Letter 3-Notification of Suspension for Bullying

Dear **(Parent/Carer's name)**,

I regret to inform you that **(student's name)** has now been suspended as a result of using bullying behaviour for a third time.

Despite having been made aware that this type of behaviour is not going to be tolerated **he/she** has continued to behave in an unacceptable way towards other students. As a result of this **(student's name)** will need to complete some anti-bullying work on **his/her** return to school. This will be done on **(fill in details)**.

I would be grateful if you could again discuss this with **(student's name)** at home and explain that the completion of the anti-bullying work is a requirement in accordance with our Anti-Bullying Policy.

You also need to be aware that if these types of behaviour continue it may be necessary for us to seek police support and advice.

I thank you for your support with this and please do not hesitate to contact me if you would like to discuss this further.

Yours sincerely

Mr. P Hardwick
Head of School