



'Excellence Together'



Wyvern St Edmund's
Learning Campus

Wyvern St Edmund's Learning Campus Anti-Bullying Policy

October 2020



Vision

At Wyvern St Edmund's, our aim is that every student becomes the best version of themselves that they can be. Every policy and procedure has our students' best interests at heart and is mindful of staff workload and wellbeing.

Our vision is enacted by way of every member of staff, whatever their role, working to safeguard the wellbeing of our students and to maximise their progress. Of equal importance for us is their personal growth, self-discipline and the self-discovery of their passions and God-given talents. Every member of our school is treated with dignity and respect and is shown care and consideration. The Christian values of love and compassion inspire our commitment to the promotion of 'life in all its fullness' and are at the heart of all decisions that we make.

Aim

We believe that every student has the right to realise their potential in a happy and safe environment. We aim to ensure that all students learn in a supportive, caring and safe environment without the fear of being bullied.

Objectives

- All members of staff, parents/carers and students have a clear understanding of what bullying is.
- All members of staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents/carers should know what the school policy is on bullying and what they should do if bullying arises.
- Bullying is taken seriously at Wyvern St Edmund's Learning Campus. Pupils and parents/carers should be assured that they will be supported when bullying is reported.

Definition of Bullying

The Department for Education (DfE) defines bullying as: 'behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally'. Bullying involves an imbalance of power and all types of bullying are damaging to an individual's well-being.

Types of bullying

Bullying can take many forms, but includes:

- Verbal - deliberate, unkind and persistent remarks. Racist, sexual or homophobic name calling. Being hurtful about appearance. Name calling, sarcasm, persistent teasing.
- Emotional - spreading hurtful rumours. Writing graffiti or using images/offensive materials. Tormenting, humiliating. Excluding someone and leaving them out on purpose
- Theft/Damaging property - Taking someone's property deliberately and/or breaking it. Malicious damage to property e.g. pencil case, uniform.

- Physical - Pinching, punching, pushing, kicking and hitting. Any violence that is done on purpose to others.
- Racist - A racial taunt, graffiti, gestures. Making inappropriate comments regarding faiths and beliefs.
- Sexual - Making sexual comments. Inappropriate touching.
- Cyber bullying - The use of ICT, particularly mobile phones, the internet and social media to deliberately upset someone else. Hurtful, harmful messages sent from individuals and groups.
- Homophobic - Because of, or focusing on the issue of sexuality
- Transphobic – Because of or focusing on a student's gender identity.

Who Bullies?

Anyone has the capacity to bully. However, those who see themselves as low status within a community, institution or group may use bullying in an attempt to artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not. This puts equal opportunities and inclusion at the centre of all anti-bullying work in schools.

Who is bullied?

Anyone can be bullied – young person, parent/carer/guardian, staff member or volunteer. People who suffer bullying are often perceived by others to be different. Sometimes the perceived difference is individual to that person – shyness, physical appearance, clothing and possessions, accent, perceived inappropriate behaviour.

Frequently the perceived difference comes from assigning an individual to a group. Such bullying would then be designated as class, disability, homophobic, racist, religious or sexist. People can be assigned or be a member of more than one group.

Preventative measures

Our school will:

- Raise awareness of the nature of bullying through inclusion in PSHE, computer science lessons, tutor time, assemblies, subject areas and informal discussion, as appropriate.
- Give care and support to create and maintain a safe learning environment where all students feel safe, secure and valued and know they will be listened to and taken seriously in line with the school ethos.
- Participate in local and national initiatives such as Anti-bullying Week and National Safer Internet Day.
- Seek to develop links with the wider community that will support inclusive, anti-bullying education.
- Consider the use of specific strategies, e.g. implement House structure across the school and peer mentoring on a more regular basis subject to available resources. Prefects trained in awareness of bullying, giving them the skills to support victims of bullying.
- Presentations from outside agencies and theatre groups.
- Encouragement of students to develop and understand the school values of respect, responsibility and resilience and to support the school's cultural pledge.

All employees at Wyvern St Edmund's Learning Campus are required to read and familiarise themselves with the Anti-Bullying Policy and Procedure. Staff are expected to set a good example to students and to encourage an environment of good behaviour. It is vital that pupils are encouraged to speak to a member of staff if they experience or know of incidents of bullying taking place. Research suggests that bullying rarely ceases without intervention from

adults, and although victims often worry that telling a member of staff will make matters worse, it is clear that the unchallenged perpetrator may consider their behaviour acceptable or lack the emotional intelligence to appreciate the impact that they have on the victim.

School procedure if bullying is reported

The school recognises that bullying is never acceptable and will follow the procedure as outlined below:-

- Incidents of bullying should be reported immediately to any member of staff who in turn will report the matter to the appropriate Head of Year.
- All students will be listened to, and individual issues understood. The school provides opportunities for students to report bullying so that they are assured that they will be listened to and the incident acted on.
- Staff must take appropriate action on information given within two school days. The professional judgement of the Head of Year will determine the nature of the problem and the appropriate level of response and course of action. The Head of Year may decide that it is more appropriate for the tutor to deal with the case and may need to liaise with other Heads of Year depending on which students are involved.
- The Head of Year of the alleged perpetrator will take the responsibility for investigating the reported behaviour. In most cases written accounts will be taken through discreet interviews where necessary. Following thorough investigation, the incident will be dealt with using the guidelines within the school Behaviour Policy.
- Incidents of bullying will be recorded and this data held by the Designated Safeguarding Lead (DSL). The data will be used for monitoring and evaluation and will be shared with the Governing Body.
- A variety of appropriate strategies may be used to deal with reported incidents:
 - Apology from perpetrator to victim (verbal/written).
 - Discussion of victim's own behaviour leading up to the incident.
 - Positive steps to be taken with perpetrator to encourage improved behaviour.
 - Monitoring of perpetrator after incident to see any repeated behaviour.
 - Counselling of victim/perpetrator.
 - Parents/carers /carers will be contacted by letter /telephone/invited into school
 - Disciplinary action in line with the School Behaviour Policy
 - In some cases it may be necessary to inform/involve the police

Where bullying outside of school is reported to school staff, it will be investigated and the Headteacher will decide if it is appropriate to notify the police or the school's Police Community Support Officer. If the misbehaviour is criminal or poses a serious threat to a member of public, the police will always be informed. School staff members can only impose disciplinary sanctions on the school premises or where the pupil is under the lawful control of school staff i.e. on a school trip.

Monitoring, evaluation and review

A senior member of this school staff will be identified to lead on the implementation of the policy and act as the link person with outside agencies. An annual report will be made to the governing body, including statistics about:

- The number of reported concerns
- Monitoring information about the pupils involved
- Motivations for bullying
- Actions taken and outcomes

The school will review the policy annually and assess its implementation and effectiveness.