

Anti-Bullying Policy at Winterton Community Academy



At Winterton Community Academy, bullying is not accepted or tolerated.

To ensure that we have a clear and consistent approach to how we tackle bullying, it is important for all stakeholders that we have a clear understanding of what bullying is. Therefore, we have adopted the Anti-Bullying Alliance definition of bullying. This is an agreed and shared definition of bullying based on research from across the world over the last thirty years.

Our Definition of Bullying

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or online”.

(Anti Bullying Alliance)

We have worked closely with students at school to develop a policy and practice that is child centred and simple for all to follow. Further details and help, guidance and support can be found on the school website.

We have shaped our policy and practice around six simple steps to success to combat bullying – with a clear set of guidelines for both students and staff.

Students – Six Tips to Help Combat Bullying

1. Tell a member of staff / report the incident to school

Boxes will be available in set locations around the school in which students can report bullying discretely and quickly (students don't necessarily need to include their own name if they don't feel comfortable doing so, but should include the names of those who have caused the issues, so that SLT can deal with it appropriately). Online and remote reporting is currently being looked at too.

2. Keep a record of what is happening

Statements will be kept by the school, however it is advised that students keep their own records for their own peace of mind and to help keep track of what is going on in the event

that they are unable to report something straight away (e.g. something happens outside of school)

3. Try not to retaliate

Whilst it is understandable that emotions can cloud better sense of judgement, retaliation is not appropriate. It will complicate how SLT deal with issues between students, and can make things very difficult for both parties when in school issues do arise.

4. Surround yourself with people who make you feel good

Keeping a positive mindset can be hard, and students can make things feel less negative if they seek support in school from their peers. They are encouraged to spend time with those who they enjoy being in the company of both in and out of school where possible/ (Wellbeing ambassador scheme currently being looked at alongside With Me In Mind to help offer support and guidance from those who have appropriate knowledge, and/or training.)

5. Don't blame yourself

Blaming yourself can be very easy, especially when bullying has been a constant in a student's life for a while. Wellbeing ambassadors and pre-existing wellbeing support mechanisms in school are able to support students with this, if they so wish to receive this (Miss Walton, With me In Mind etc)

6. Be proud of who you are

Keeping high self-esteem can be really hard when being bullied and students are able to seek support with this. Support is offered in school and external links to online support will be posted on the school website. Websites and phone numbers for urgent support will be posted alongside this, with times they are available to use. Staff will actively work with students to help ensure that they feel positive about themselves.

Staff - The Six Steps to Successfully Deal With Bullying

What you can expect from us:

1. Being listened to in a supportive and non-judgemental way

Whether you communicate to us via the 'drop boxes' in reception and The Junction, the online platform, or in person – trust that we will listen to you in a calm, supportive and non-judgemental way. It is vital that we listen to your experiences and to the impact that they have had on you. Bullying is not acceptable and we will do all that we can to ensure that you are safe, happy and successful at Winterton Community Academy.

2. Keep accurate records

In the same way that we ask you to keep a written record of your experiences so that we can track incidents of bullying, we will always keep accurate records in school. These will be logged on our school safeguarding system – CPOMS. These records are detailed and will

involve information about the incident, who was involved, when and where it occurred, the communications relevant as a result (staff and parents where applicable) and details of the outcome to the investigation. They will also include witness statements and dependent on the form of bullying could contain screen shots or videos of any online bullying

3. A timely response

We understand the emotional harm that bullying can have on a young person. Therefore, please rest assured that any concerns you escalate to school will be dealt with and investigated within 24 working hours. It is imperative that our response to your concerns is timely so that you receive the necessary support and that anyone instigating bullying has the appropriate challenge, education and consequence.

4. Respond to the young person's views

Throughout a bullying investigation, we will listen very carefully to the voice of the young person. We will keep clear lines of communication open with you so that you are informed of any ongoing outcomes. We will ensure we share with you who we speak to – including parents (where applicable).

5. Provide a safe place and ongoing support in school.

As part of our wider commitment to anti bullying, we have created a series of 'Spaces of Safety' (SOS) across the school at lunchtime. These include: The Sanctuary in IT1, The Junction, The Hub in The Student Centre and the Well-Being Room in The Student Centre

6. Ongoing monitoring

Our professional responsibility is to monitor all incidents of bullying and identify patterns of behaviour and intervene when necessary. If any incidents of bullying are identified we will apply the school behaviour policy to ensure that necessary action is taken. As detailed in the behaviour pyramid, this could lead to a managed move or permanent exclusion from school if bullying behaviour is persistent.