



## Anti-Bullying Policy

**Date of Policy:** January 2023.

**Frequency of Review:** Annually.

**Date of Next Review:** January 2024.

The aim of Wize Up Anti-Bullying Policy is to ensure that young people 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 young people be able to fully benefit from the opportunities available at schools.

### ***What is bullying?***

We define bullying as:

A **persistent**, deliberate attempt to threaten hurt or frighten someone, physically, verbally, or mentally.

- Physical (hitting, kicking, theft)
- Verbal abuse (name calling, racist, homophobic, transphobic, disability or gender related comments)
- Indirect (spreading rumours, lies, deliberate misinterpretation)
- Emotional abuse (malicious teasing, taunting, unjustifiably ignoring, fear, humiliation)
- Sexual abuse (includes any sexual act or contact with a young person)

This list is not exhaustive however does also include behaviour which could be deemed as discriminatory towards those with protective characteristics as outlined in the Equality Act 2010.

No member of staff, young person, group or project representing children and young people or staff members should experience or cause

discrimination or harassment or bullying for any reason including, however not limited to:

- Gender / Gender reassignment
- Disability
- Language
- Employment
- Religious/Cultural belief
- Age
- Political beliefs
  
- Ethnicity or race
- Sex
- Marital or civil partnership status
- Pregnancy or maternity
- Sexual orientation

We believe that a person displaying bullying behaviour is:

*Someone who likes to make others feel frightened, sad or hurt and keeps on doing it. Sometimes they do it on their own and sometimes they might gather a gang together to help them. A person displaying bullying behaviour might try to make you feel too intimidated to tell an adult about what they are doing.*

*Bullying takes many forms. It can be short term or can continue over many years. It can be mental, physical, verbal or cyber. It can take the form of deliberate, purposeful, systematic action by an individual or group against another individual or group. It can be overt or subtle intimidation. It does not include occasional fighting or falling out between friends or peers.*

### **Main aims**

- To ensure that everyone at Wize Up understands bullying and the forms it can take.
- To ensure that everyone at Wize Up is aware that bullying in any form is not acceptable.
- To encourage everyone, including young people, to report all incidents of bullying to an adult in school
- To offer comfort and support to the victims of bullying.
- To challenge a young person displaying bullying behaviours with the seriousness of their actions and offer support to help change their behaviour.
- To ensure a consistency of approach to all aspects of bullying.

- To always seek the support and co-operation of parents and peers.
- To take a zero-tolerance approach to bullying.
- For all young people to develop a caring approach in the way they treat each other and to not discriminate against each other.

### ***Parental Involvement***

We value the parent partnership and we request that parents maintain a strong communication link with Wize Up. Should any incidents arise the first link of communication is with the Class Teacher so the incident can be dealt with according to our policy.

### **Statutory duty of schools**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among young people and to bring these procedures to the attention of staff, parents and young people.

### ***Preventing Bullying***

We acknowledge that all areas of Wize Up cannot be supervised all the time and that there are areas around the school grounds and times during the day when bullying incidents are more likely to take place. These are:

- During break and lunch time.
- Toilets.
- On the way to and from school.

Although these are not exclusive, we must make all supervising adults aware of this policy and the procedures to follow. To ensure that we are proactive with supervising young people, they are escorted off of the premises at the end of the day to the bus stop (one used by the majority) and we have installed CCTV camera, although not just for the prevention of bullying it is helpful when investigating possible cases.

### ***Signs of bullying***

Young people who are experiencing bullying behaviour may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, clinging to adults or generally behaving out of character.

There may be evidence of changes in work patterns, lacking concentration or truanting from school. young people must be encouraged to report bullying in addition, staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### ***Whole school systems for preventing bullying***

Everyone at Wize Up is committed to the establishment of an anti-bullying ethos.

To promote this ethos, staff:

- Follow activities which tackle bullying and aims to equip young people with the skills to deal with a variety of situations.

### **The approach**

If any member of staff is informed or suspects that a young person is being bullied, then the following procedure will be taken:

- Listen to both sides and take them seriously
- Investigate the incident immediately
- Talk to both bully and victim separately
- Take or have written statements and place a copy of this on the young people's file and a copy is to be place in the bullying record file
- Request or support with written statement
- Discuss with staff about incident
- Inform parent/guardian/carer of the bully/victim immediately

### **COURSE OF ACTION**

- Both parties agree a course of action (change behaviour patterns) – adopt more positive values
- Encourage the bully to take responsibility
- Support both parties in reassuring them in developing a more positive self-image
- Staff to agree on following issues by monitoring any difficult situations after the event

- Staff to vigilantly observe interaction within groups looking for signs of bullying
- If required group therapy sessions will be used as an additional intervention

If bullying continues, further support should be sought from external agencies.

## Monitoring and Evaluation

The systems in this policy need to be monitored to ensure a consistency of approach and the effectiveness of the policy needs to be evaluated. The following table gives guidance as to when in the school year monitoring and evaluation should take place.

Aspect to be monitored	How	By whom	When
Consistency of approach by all staff	Observations, notes from meetings, Bullying Report Forms submitted	All Staff	Termly
Display of Bullying definition and Consequences	Observations, Team Meetings	Pastoral and Curriculum Lead	Termly
Anti-Bullying Ethos	Young people Questionnaire	All Staff / young people School manager to analyse	Annually
Review of Policy	Staff Meetings Discussion,	Headteacher and MC	Annually

## *Communicating this policy with the school community*

This policy will be shared with the young people at Wize Up by:

- Teachers referring to the Policy during morning code of conduct sessions and appropriate lessons.
- During mentoring sessions as and when required

This Policy will be shared with the parents of Wize Ups young people by

- Reference being made to the Policy in the School Prospectus.
- Teachers referring to it when appropriate.
- A copy of the policy will be made available in the School Office to allow parents to read it.
- During induction meetings.
- A copy of the policy will be made available to any parent that requests it.

Other policies, which relate to this policy, include the Behaviour Policy, Admissions and Child Protection Policy.

## ***Appendices to refer to***

- Advice for adults dealing with a bullying incident
- The purpose of a Group Meeting and an example of actions taken resulting from a group meeting
- Bullying Report Form

## **Appendix A**

### ***Advice for adults dealing with a bullying incident***

#### ***At all times:***

Remain calm

Be Patient.

Listen to both sides and establish facts.

Ask other young people who may know about the incident.

Let other adults know what you are doing.

Record the details carefully using the Bullying Report Form (Appendix C) and ensure that the records are kept or passed on to the next level, i.e. YPS Coordinator.

#### ***When dealing with the young person carrying out the bullying behaviour***

Discuss whether the young person carrying out the bullying behaviour was aware of their actions

Discuss the effects of the actions on the young person experiencing the bullying behaviour.

Explain what will happen.

Record the incident using the Bullying Report Form and reassure that actions will be dealt with.

Ask for any witnesses.

#### ***When dealing with the young person who has experienced the bullying behaviour***

Do not dismiss the incident.

Advise young person to be around others who treat them in a positive manner whenever possible, tell an adult if it happens again.

Record the incident and reassure the young person that action will be taken.

Ask for any witnesses.

## Appendix B

### The Purpose of a Group Meeting

- To establish contact with parents of the Bullying young person and ensure that they are aware of their young persons actions.
- Formulate a plan of action to address the needs of the bullying young person to ensure that bullying does not occur again.

## Appendix c

### Bullying Report Form

Name of adult completing form	
Time of incident	Date of Incident
Name of Bullying Young Person/individual	Name of Bullied Young Person/individual

Description of events as told by young person experiencing bullied behaviour

Name of young person witness (Identified by young person experiencing bullied behaviour)

Description of events as told by Witness

Description of events as told by young person carrying out the bullying behaviour

Name of young person witness (Identified by young person carrying out the bullying behaviour)



Description of events as told by Witness

Adult Witnesses

Description of events as told by Adult

Details of further action to be taken