

Anti-Bullying Policy

Smith's Wood Academy

Part of Fairfax Multi-Academy Trust

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Date Ratified:	November 2021
Review Date:	September 2022

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1. Definition

Bullying is an intended and repeated action over a period of time which causes hurt, either physically or emotionally.

“Repeated” is defined as an any action taken more than twice.

Actions can be aimed at one individual more than twice or the same action to multiple people.

Bullying can be:

- Verbal: e.g. name calling, insulting, repeated teasing, homophobic, religious, racist, sexist, directed towards physical/social disability/learning difficulty e.g. dyslexia.
- Physical: e.g. kicking, hitting theft, damaging belongings
- Indirect: excluding someone from social groups, spreading rumours
- Threatening behaviour: e.g. extorting money with the threat of violence
- Inappropriate use of technology: e.g. social media, messages, unconsented filming or inappropriate filming.

2. Reporting Suspected Bullying

Students are to be encouraged to report any incidents that have caused harm straight away. A student must report any incidences in order for them to be dealt with.

Students have multiple ways to report an incident:

- Inform their mentor who they see each morning
- Inform their deputy head of year or head of year
- Inform the DSL
- Inform any member of SLT
- Inform an anti-bullying ambassador
- Drop a written statement in the anti-bullying box

3. Dealing with reports of bullying

Whenever an accusation of bullying is made, the pastoral team will investigate the incident to try to find out what happened and whether it is or isn't bullying.

The following actions will be taken when any report of bullying is made:

- A member of Pastoral Team will take a written statement from the child and any witnesses.
- The accused student will be asked to write a statement.

- If there is sufficient evidence, the incident will be logged and recorded and next steps will be taken.
- If there is insufficient evidence, the incident will be logged, the student offered additional support and further evidence will be attempted to be collected in the future.
- The student and family will be informed of actions within two working days.

4. Dealing with incidences:

If there is sufficient evidence the following will happen:

- 1st Incident of causing Harm- The perpetrator will be sanctioned in line with our behaviour policy- This may be a range of actions.
 - **Not logged as bullying – not repeated actions.**
- 2nd incident of causing harm- The perpetrator will be sanctioned with a minimum of a 1 hour detention or another appropriate sanction in line with our policy.
 - **Not logged as bullying BUT student is warned next action will be logged as bullying and next sanction will be isolation.**
 - Both victim and perpetrator will be offered support (below)
- 3rd Incident of causing harm- The perpetrator will be sanctioned with a minimum of a 1 day in internal exclusion or another appropriate sanction in line with our policy.
 - **Formally logged as bullying. Parents informed via formal letter.**
 - Both victim and perpetrator will be offered support (below)
- 4th Incident of causing harm- The perpetrator will be sanctioned with a minimum of a 1 day suspension or another appropriate sanction in line with our policy.
 - **Logged as 2nd incident of bullying. Parents will attend formal meeting with head of year or AHT.**
 - Both victim and perpetrator will be offered support (below)

If further bullying continues after this, we will follow our exclusions policy.

Please note: This applies to both one student aiming actions at the same student or one student aiming actions at multiple students.

Support offered:

We believe that as well as punitive measures, both students will need support. This could include:

- Being linked with an Anti-Bullying Ambassador
- Attending breakfast/lunch club

- Mentor sessions with the Anti Bullying Lead
- Behaviour mentoring sessions by Inclusion Manager or external agencies
- Referrals to external agencies e.g Educational Phycologists

5. Communication with Families

Following any report of an incident or bullying the pastoral team will communicate with a named contact provided to the school within two working days. This allows the pastoral teams time to investigate the reports and update families on any steps taken.

Pastoral teams will then communicate with you again after five working days to update you on the incident.

6. Strategies to prevent bullying

Smith's Wood aim to prevent bullying in a number of ways:

6.1 Anti-Bullying Ambassadors and Anti-Bullying Lead

Our Anti-Bullying Ambassadors are selected each academic year from years 7-11. These students receive training both from their peers and The Diana Award AntiBullying Campaign. Their role within the Academy is to help educate their peers on bullying, lead on anti-bullying campaigns, promote a culture which celebrates and tolerates difference and help keep their peers safe both online and offline. The Anti-Bulling Ambassadors are available during social time to help give advice and support. They will also work with students who have been victims/a bully.

There are coordinated and led by our Anti-Bullying Lead.

6.2 Mentor time

Each Wednesday morning during Mentor time student's focus on wellbeing/safeguarding. This means that there are regular and planned whole-group discussions regarding how to form positive relationships with peers and how to react to negative situations and how to deal with bullying if it happens.

6.3 Assemblies

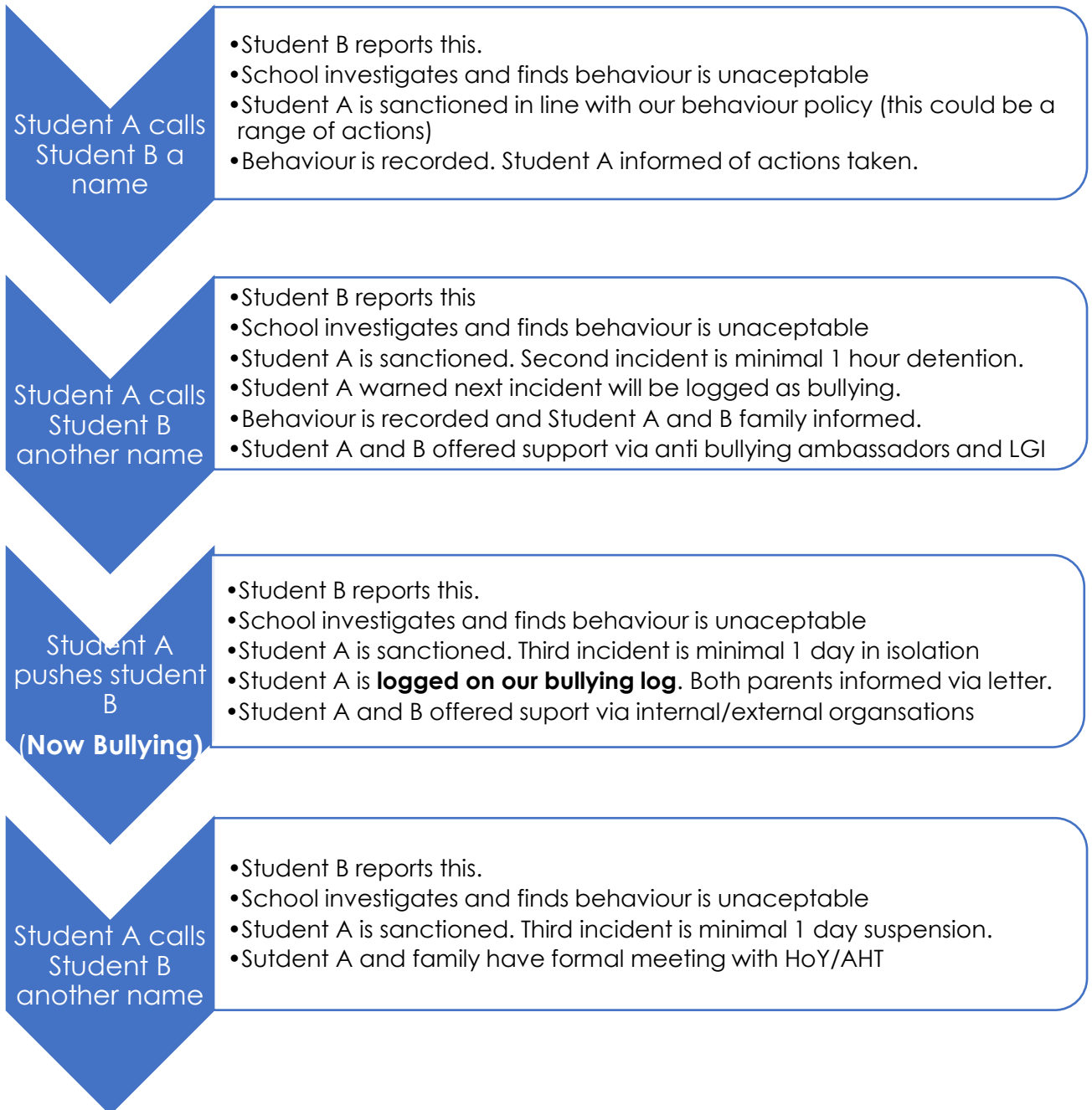
Regular assemblies are delivered at key points throughout the year to remind students about our policy, what bullying is and how to report/deal with bullying.

6.4 Year Teams

Each year group has a Deputy Head of Year and Head of Year. These are always available every morning, break, lunch and after school and at other times during the

day. Students can speak to these staff members about anything they are worried about.

Example 1: One student repeatedly targeting another student



Repeat incidences after this will lead to escalation of suspensions.

Example 2: One student targeting multiple students.

Student A calls
Student B a
name

- Student B reports this.
- School investigates and finds behaviour is unacceptable
- Student A is sanctioned in line with our behaviour policy (this could be a range of actions)
- Behaviour is recorded. Student A informed of actions taken.

Student A calls
Student C
another name

- Student C reports this
- School investigates and finds behaviour is unacceptable
- Student A is sanctioned. Second incident is minimal 1 hour detention.
- Student A warned next incident will be logged as bullying.
- Behaviour is recorded and Student A and C family informed.
- Student A and B offered support via anti bullying ambassadors and LGI

Student A
pushes student
D

- Student D reports this.
- School investigates and finds behaviour is unacceptable
- Student A is sanctioned. Third incident is minimal 1 day in isolation
- Student A is logged on our bullying log. Parents informed via letter.
- Student A offered support via internal/external organisations

Student A calls
Student E a
name

- Student E reports this.
- School investigates and finds behaviour is unacceptable
- Student A is sanctioned. Third incident is minimal 1 day suspension.
- Student A and family have formal meeting with HoY/AHT

Repeat incidences after this will lead to escalation of suspensions.