

# Anti-Bullying Policy

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## Document Control

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<b>Review cycle</b>	Every 3 years
<b>Adopted by LGB</b>	July 2024

# Anti-Bullying Policy

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## 1. Introduction and Scope

Witchford Village College is an academy that is part of the Eastern Learning Alliance (ELA).

## 2. Definition and Principles

Witchford Village College encourages all students to come forward and inform someone if they are concerned about bullying. By raising awareness, we can support any student who is being bullied and help individuals to try to change their bullying behaviour. From this we create a safer environment for all students.

It is well known that students can suffer as a result of bullying behaviour, causing stress and anxiety in both their personal and academic lives.

Bullying is defined as being deliberately hurtful towards an individual; this is repeated often over a period of time against which victims find it difficult to defend themselves.

The three main types of bullying are:

-  Physical; hitting, kicking, taking belongings
-  Verbal; name-calling, insulting, making offensive remarks.
-  Indirect; spreading malicious rumours about someone, exclusion from peer or social groups, sending malicious emails or text messages

Students may become victims because of their gender, appearance, disability, sexuality, religion, ethnicity or race. The intention of the bully is to cause distress in another for their own gain or gratification.

## 3. Information for students

Bullying takes many forms. Here are some examples:

-  being called names;
-  being teased;
-  being pinched, pushed or attacked;
-  being forced to hand over money, mobiles or other possessions;
-  receiving abusive or threatening text messages or e-mails;
-  having rumours spread about you;
-  being ignored or left out;
-  being attacked because of your religion, gender, sexuality, disability, appearance, ethnicity or race.

## 4. Action for students

It is important to remember that it is not your fault. You should not feel ashamed about being bullied. You must tell someone. Either:

-  tell your parents/carers;
-  tell your Form Tutor, Head of House, House Manager or a senior member of staff (including the Principal);
-  tell a teacher whom you trust; or
-  report it online using the SHARP system, which can be accessed via the College website.

Be reassured that your problem will be dealt with quickly and sensitively.

When someone is being bullied or in distress, take action. Don't be a bystander: watching and doing nothing can suggest support for the bully.

## 5. Information for parents/carers

If you are concerned that your child is being bullied, these are some of the signs to look out for:

-  going home with damaged or missing clothes;
-  having unexplained scratches or bruises;
-  having trouble with schoolwork for no apparent reason;
-  different sleep patterns – not being able to sleep, not being able to get up in the mornings;
-  not wanting to go to school;
-  sudden change in normal behaviour;
-  being irritable or easily upset;
-  bed wetting; or
-  asking for more money.

## 6. Action for parents/carers

-  Encourage your child to talk to you and tell you what has been happening. Tell them that it is not their fault and that it is important to tell someone to get it stopped
-  Contact your child's form tutor, house team manager or head of house, giving as much information as possible regarding what has been happening.
-  Phone or e-mail the named Child Protection Co-ordinator/Lead Teacher for Safeguarding.

## 7. Staff reporting and recording of bullying

-  All information to be passed directly to line managers. This includes incidents which occur when students are coming to and from school.
-  Incidents of bullying are recorded and monitored using SIMS and through the SHARP system. Monitoring of these records will be carried out on a regular basis.
-  A whole review of the anti-bullying policy will take place at least every 3 years, to identify strengths and weaknesses.

-  The Safeguarding or Child Protection Co-ordinator may inform a student's class teacher of the situation so that they can monitor the behaviour of those involved during their lesson.