



LWS Academy Trust

Montefiore Drive, Sarisbury Green, Southampton, SO31 7NL. Tel: 01489 582684

www.lordwilson.org.uk

ANTI-BULLYING POLICY

For an anti-bullying policy to be successful there must be a consensus among staff, parents and students as to what behaviour is regarded as bullying. For the purpose of this policy a general description is that:- **Bullying is any form of persistent behaviour, including physical aggression, verbal abuse or intimidation, which harms those who do not have the skills or resources to counter it.** It does not normally apply to one off acts of aggression. **For bullying to exist there has to be repeated exercising of unequal power over a period of time.**

Bullying may be hidden and occur over a period of time, it is therefore important that staff are ever vigilant and record all their suspicions of bullying so that patterns can be established and incidents dealt with sooner rather than later.

This policy aims to produce a consistent response by the Academy to any bullying incidents that may take place.

AIMS

The primary aim of the Anti-bullying policy is to ensure that the numbers of incidents of bullying are reduced over time and that, when bullying occurs it is dealt with effectively.

By its very nature bullying is a secretive and furtive act taking place away from adult eyes. For effective measures to be successful this 'cloak of secrecy' must be removed and students made aware that all incidents will be dealt with.

Bringing bullying into the open is achieved through work in Personal and Social Development classes to encourage co-operative working and awareness of the rights of the individual. The establishment of the Student Council has provided a forum for bullying to be talked about. The Academy aims to provide a safe and secure environment where, if acts of bullying take place, students feel that they can talk with adults, in particular tutor and/or tutor/mentor, and student council members, and that students know that support will be given and effective action taken.

The Academy works in partnership with parents/carers in order to fulfil its aims. The expectations of behaviour and the rights and responsibilities of individuals are acknowledged within the Behaviour policy.

Secret questionnaires may be used, in which students can identify those whom they like to work and play with, and those who they regard as bullies. The introduction of the Virtual Learning Environment (VLE) has also made it easier for students to report bullying confidentially to any member of staff.



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Unlike isolated incidents of aggression which may require instant sanctions and the withdrawal of certain privileges, bullying incidents are dealt with in a manner whereby the primary aim is to instigate a change in attitude and behaviour where the bully and the bullied can co-exist within the same environment. This may require a change in provision to help facilitate the desired effect. The atmosphere in which this change is dealt with should be a positive one in which both bully and bullied feel valued. The overall affect should be one of shared concern whereby staff raise the students' awareness of each other's feelings and then both sides suggest strategies which they feel will avoid a continuation of the bullying.

The Academy does not condone bullying of any kind. The Academy does provide support mechanisms in order to facilitate and maintain change in all parties.

The Head Teacher retains the right to exclude those students who continue to bully others after all internal options have been explored.

The Governing Body and staff of the Academy are totally opposed to bullying. The aim of this policy is to provide students with a safe and secure working environment.

It is recognised that all Academies are likely to have a problem with bullying at some time. This Academy regards bullying as particularly serious and firm action will always be taken against it.

The Academy has adopted "Bullying – A Charter for Action", and addressing bullying has been part of the Stay Safe Action Point on the 2008/09 Academy Development Plan. Please see Appendix 1 which was formed by the Student Council, Staff and Governors of Lord Wilson Academy.

Adopted by Governing Body _____

Review Date:	Reviewed:	Signed:
Review Date:	Reviewed:	Signed:

Appendix 1



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Procedure

1 Recognising the Signs of Bullying

Bullying is deliberately harmful behaviour over a period of time. Staff will watch out for the signs and symptoms of the following forms of bullying:

- a) physical
- b) verbal
- c) indirect, eg spreading rumours or social exclusion
- d) misuse of mobile phones or Internet message boards and chat rooms.

The Academy recognises that any student can be bullied but certain factors that can make bullying more likely are:

- a) a lack of close friends in the Academy
- b) shyness
- c) race, religion, sexual orientation or social class
- d) a disability or some other obvious difference, eg stammer or acne.

Staff will suspect bullying is occurring if a student:

- a) becomes withdrawn and anxious
- b) shows a deterioration in his work
- c) starts to attend Academy erratically
- d) has spurious illnesses
- e) persistently arrives late at Academy
- f) prefers to stay with adults.

2 Preventing Bullying

The Academy will take every opportunity to demonstrate to students, through the curriculum and by example, that it is totally opposed to bullying.

Staff will not ignore bullying or suspected bullying. All Academy staff will, wherever possible, intervene to prevent bullying incidents from taking place.

The Academy will encourage students to report any incidents of bullying to a member of staff at Academy. Students will be told that they may bring a friend with them if they wish.

The Academy will ensure that all staff, students and parents/guardians, are aware of the Academy's anti-bullying policy.



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Staff will praise and encourage students when they show kindness and consideration to others.

3 Dealing with Bullying Incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, Academy staff will:

- a) not ignore it
- b) not make premature assumptions
- c) listen to all accounts of the incidents
- d) adopt a problem-solving approach that encourages students to find solutions rather than simply justify themselves
- e) make regular follow-up checks to ensure that bullying has not resumed.

4 If a Student is Bullied

Staff who receive a report of a bullying incident from a student will:

- a) listen to the student's account of the incident
- b) reassure the student that reporting the bullying incident was the right thing to do
- c) make it clear to the student that he is not to blame for what has happened
- d) make a note of what the student says
- e) explain that the student should report any further incidents to a member of staff immediately.

Staff will ask the student:

- a) what has happened
- b) how often it has happened
- c) who was involved
- d) where it happened
- e) who saw what happened
- f) what he has done about it already.

5 Advice to Students

The Academy will advise students who are caught up in bullying incidents to:



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- a) stay calm and look as confident as possible
- b) be firm and clear, look the bully in the eye and tell them to stop
- c) get away from the situation as quickly as possible
- d) immediately tell an adult what has happened.

6 Peer Support Services

Staff will refer all students involved in bullying incidents to peer support services at Academy, eg:

- a) befriending/peer mentoring
- b) support groups
- c) mediation by adults
- d) mediation by peers.

7. Helping the Bullies to Change

Staff will spend time helping students who have bullied others to change their behaviour. If a student is bullying others, staff will:

- a) talk to the student and explain that bullying is wrong and makes others unhappy
- b) discuss with the student how to join in with others without bullying
- c) talk to the student about how things are going at Academy, his progress and friends
- d) give the student lots of praise and encouragement when he is being kind and considerate to others.

8. Dealing with Serious Bullying

If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with under the Academy's discipline policy. The bully will:

- a) be removed from the group
- b) lose any break or lunchtime privileges
- c) be put in detention, in the Academy day, after Academy, or night Academy provision.
- d) be banned from a Academy trip or sports event where these are not an essential part of the curriculum
- e) be excluded for a fixed period.

In the most serious cases, permanent exclusion will be the most likely sanction if the bullying:

- a) involves serious actual or threatened violence against another student



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- b) amounts to persistent and defiant misbehaviour

9. Recording Incidents

All incidents of bullying and discussions with the students involved will be recorded, along with the Academy's response.

10. Co-operating with Parents and Carers

The Academy will work with parents in dealing with bullying. Bullying in Academy is everyone's problem. All staff, students and parents/carers should be aware that bullying exists and share a commitment to combat it and to make the Academy a happier place for everyone.

The Academy will ensure that parents are aware of the Academy's anti-bullying policy.

Parents, carers and families are often the first to detect signs of bullying. Common physical symptoms include headaches, stomach aches, anxiety and irritability.

The Academy will encourage parents who suspect that a child is bullying or being bullied to contact the Academy immediately and make an appointment to see the child's teacher or form tutor as soon as possible.

Parents and carers will be informed of incidents and involved in discussions. The Academy will discuss with parents how they can work together to stop the bullying.

11. Monitoring and Review

This policy is regularly monitored by the Headteacher and Governing Body to ensure that it is working as effectively as possible.