



Walthamstow Academy

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Anti-Bullying Policy

Adopted by:	Walthamstow Academy	
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Signed off by:	Emma Skae	Geoff Skewes
Role:	Principal	Chair of Governors
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■ Ambition ■ Confidence ■ Creativity ■ Respect ■ Enthusiasm ■ Determination

Introduction

Walthamstow Academy supports the right of all members of the academy community to be free from all forms of bullying, harassment and discrimination. Young people should find the academy a safe place and they ought to be able to feel confident knowing that they will be protected from any form of bullying. We wish to create and maintain a caring and supportive environment at the academy by making clear that bullying will not be tolerated and that positive steps will be taken to eradicate it. We aim to create an atmosphere in which staff, parents and students are encouraged to bring out into the open any incident of bullying; knowing that measures to deal with it will have the support of the whole academy community. This anti-bullying policy represents the academy's promise to address problems of bullying and do all it can to prevent them.

What is Bullying?

Bullying is behaviour which is meant to be deliberately hurtful to another person and can make the person who is being bullied feel lonely, upset, frightened, insecure, anxious or helpless. Adults can be bullies as well as young people and often without being aware. The behaviour of parents and teachers is therefore very important. Bullying not only affects bullies and victims but others who are around and see what is happening and witness the distress of the victim.

Bullying is likely to be persistent, and difficult for victims to defend themselves against. It can take the form of physical, verbal or emotional abuse, but it can also involve the marginalisation and exclusion of individuals from specific groups. The weapons of bullying are threats and fear. Some examples of behaviour which the Academy would classify as bullying include:

- actual physical violence such as kicking, hitting, pushing, or the threat of violence; stealing or hiding someone else's property.
- name-calling and hurtful remarks, including those based on race and sexual orientation, or said with the intention of undermining someone's self-esteem;
- open and repetitive 'teasing' in a classroom or group situation. The difference between "banter" and "bullying" is sometimes difficult to distinguish. It is the victim's perception of the seriousness of such teasing that matters in such cases
- the above (name calling etc.) is becoming more prevalent through digital media (mobile - texts and prank calls, web-sites or social media like Instagram, Snapchat and email).
- attempting to humiliate or isolate someone by exclusion from a social or sporting group.
- adults using offensive nicknames or commenting about a young person's sexuality or by using sarcasm as a means of humiliating a young person in front of others.
- adults denigrating young people, often by criticising them using language that is personally hurtful.

Given that anyone in the academy could be the victim or perpetrator of bullying, there is a need for a whole academy anti-bullying policy that must involve all academy staff, students, parents/carers and governors.

Links to Other Documents

This policy should be read in conjunction with

- [Behaviour Policy](#)
- [Exclusions Policy](#)
- [Equal Opportunities \(Students\)](#)
- [Safer Community Plan](#)
- [Admissions policy](#)
- [Cyberbullying DfE advice](#)

This policy is compliant with the following legal frameworks and statutory guidance

- <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- <https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools>
- Section 89 of 2006 Education Act <http://www.legislation.gov.uk/ukpga/2006/40/section/89>
- Equality Act 2010 <http://www.legislation.gov.uk/ukpga/2010/15/contents>
- Children Act 1989 <http://www.legislation.gov.uk/ukpga/1989/41/contents>
- School Standards and Framework Act 1998
<http://www.legislation.gov.uk/ukpga/1998/31/contents>

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

Signs of bullying

Every member of staff at Walthamstow Academy will be expected to look for signs of bullying as part of their academic and pastoral roles and responsibilities. Pastoral staff will be alert to and give notice about:

- patterns of attendance
- lateness to academy or to lessons
- sickness in academy
- how new students are received by others or changes in friendship groups
- sudden changes in mood
- sudden changes in friendship groups
- increased levels of anxiety
- social isolation

Subject teachers will be suspicious of:

- any sudden drop in achievement
- instances of withdrawn behaviour.

They will also be mindful of unintended consequences when organising groups or teams. The academy's CPOMS system will be used to record observations by staff so that the safeguarding team can spot patterns and enact intervention where necessary. It is worth noting that the above behaviours can also be signs of involvement in extremism or gang activity, or of domestic issues so will be investigated fully and with an open mind by the safeguarding team or Head of Year (depending on who the DSL delegates the action to on CPOMS).

Staff at Walthamstow Academy are expected to be proactive in looking for signs of bullying, rather than expecting bullying to be reported directly to them.

Preventing Bullying

Given the damage being bullying can do even over short periods of time, prevention is preferable to tackling bullying when it arises. Walthamstow Academy staff and students will act to prevent bullying in the following ways.

- Staff, students and parents/carers will all be involved in this process of creating and supporting a whole academy anti-bullying culture. This culture will be based on our core values of respect, determination and ambition. We will encourage students to talk openly and regularly about the issue within tutor groups, Personal, Social & Health Education (PSHRE) and in direct meetings with tutors and teachers. We will plan for measures such as this using our [Community Safety Plan](#)
- We will ensure that the curriculum addresses issues of bullying and encourages students and staff to share ideas on preventing it. There will be a strong anti-bullying presence within the PSHRE curriculum.
- We will address the issues relating to bullying that arise through students' use of social media by educating students about safe and respectful on line presence.
- We will ensure the PSHRE curriculum addresses the challenges of peer relationships and equips students with a range of tools to negotiate conflict successfully.
- We will use PSHRE, the wider curriculum and special academy events (Black history Month, Pride Week) to celebrate diversity and to discourage racist or homophobic bullying.
- We will ensure all students are aware of the mechanisms through which they can report bullying. The ease with which it can be reported will act as a deterrent.
- We will ensure students are aware of the potential sanctions for bullying. These will act as a deterrent.
- We will provide mediation and then a mentoring programme for those who bully alongside any sanctions. This is to break the cycle of bullying and in recognition of the fact that bullies are often victims as well as perpetrators.

- Staff carrying out duties will regularly patrol areas of the academy not easily observable, including playgrounds, toilets, corridors, recesses, behind buildings and other hidden corners where bullying may take place, and note any isolated students or instances of inappropriate behaviour. Such incidents will be immediately investigated if there is significant concern about a student's welfare. Incidents that are puzzling or not of urgent concern will be reported using the academy's CPOMS system.
- The Junior Leadership Team will address the issue of bullying on a termly basis and will feedback directly to SLT on their findings.
- The member of the Senior Leadership Team (SLT) responsible for pastoral care will act as the anti-bullying coordinator with the responsibility of monitoring the implementation of this anti-bullying policy, chairing appropriate meetings, encouraging anti-bullying initiatives amongst students (e.g. poster campaigns, surveys, drama, circle time, anti-bullying videos etc) and evaluating the policy's overall success.
- An academy bullying log will be kept by the pastoral manager. This will log all incidents in detail and also record whether they are homophobic or racist
- We will ensure that all members of staff are aware of their responsibility to be vigilant for, and respond appropriately to, any possible bullying behaviour. They should refrain from any words or actions in the classroom which might be seen as an encouragement to bullying or as bullying behaviour in itself.
- We will encourage bullies to willingly seek help themselves in changing their behaviour. This will be catalysed by educating students as to why they and their peers may find themselves bullying others.
- We will publicise details of organisations (e.g. Childline) outside the academy community who can be contacted if victims of bullies prefer to talk to someone who is independent.

What procedures should be followed if bullying occurs?

Every case of bullying of any kind must be followed up to ensure that the victim is given as much support as possible to prevent repetition.

Firstly the matter and all the circumstances must be brought into the open by bringing it to the attention of someone who will do something about it. In some cases this will be another student, but it might also be a parent/carer or a member of staff - whoever the victim or witness of the bullying feels comfortable in talking to.

The next stage is to make a written record of the incident, using an incident report form or other appropriate means, and give it to the appropriate Tutor, Head of Year or another member of the

pastoral team. They will investigate the incident, discover what occurred and explore the feelings of both the victim and the bully. If it is judged appropriate, all parties will be brought together to explore ways of resolving the situation, particularly in making the bully come to terms with the effect of his/her behaviour. Sanctions against the bully will be considered, especially if the bullying is severe. The behaviour should be recorded on CPOMS where there are any safeguarding concerns and, in all cases, it should be recorded on the academy bullying log. also The situation must then be followed up regularly by those dealing with it. If the bullying is repeated or severe, sanctions or the clear threat of sanctions should be applied. This should range from a formal warning to temporary or permanent exclusion from the academy.

Our pastoral staff work closely as a team to ensure that incidents are monitored across individual and groups of students within and across year groups. Recorded incidents will be analysed so that we can gain intelligence about individuals and groups who may be at risk, track progress towards a reduction in bullying and reward positive actions where students or others have reported bullying. Written records will be monitored periodically by the Head of Year and the Assistant Principal responsible for pastoral care.

Information for parents/carers

Walthamstow Academy will provide this policy to parents/carers of every child attending the academy through our website. Parent/carers must be encouraged to contact the academy immediately if they think their child is being bullied and give details including who, what, where and when.

Parents/carers must not feel that they are being a nuisance; they must be made welcome and made to feel confident that the academy will sort the problem out with them and that it will be dealt with confidentially.

Staff Training and Access to Information

All teaching and support staff will be given opportunities for training in identifying bullying and ways to deal with students who bully and those being bullied, and in working with parents/carers. Staff will be fully briefed on strict procedures for managing bullying.

Staff & Student Roles and Responsibilities

Students	<p>Report any bullying or suspicious activity immediately. Either through the website or to a trusted adult in the academy.</p> <p>Embody the academy values of respect, determination and ambition in all that they do.</p>
All Staff	<p>Be alert to signs of bullying, including a change of pattern in behaviour (including friendship groups), attendance, punctuality, achievement, contributions in lessons and around the academy.</p> <p>Be available for children to talk through issues with outside lesson time.</p> <p>Be mindful of seating plans, and groupings in lessons and activities that might lead to bullying.</p> <p>Be proactive on all duties, and noticing any children who seem isolated or withdrawn.</p> <p>Pass on concerns or issues immediately to the relevant pastoral leader.</p> <p>Use the behaviour policy consistently at all times.</p> <p>Use any opportunity to reinforce expectations based on our academy values.</p> <p>Could be requested to investigate an incident of bullying</p>
Heads of Year	<p>Responsible for gathering feedback from students about personal safety and bullying, in order to refine policy and practice.</p> <p>Could be requested to investigate an incident of bullying</p>
Pastoral Team	<p>Record all incidents of bullying in the log</p> <p>Organise mediation and mentoring where needed.</p>
Deputy Safeguarding Lead (DSL)	<p>Monitor CPOMS to ensure all incidents that might be signs of bullying are followed up.</p>
Vice Principal in charge of Behaviour	<p>Reviewing the Anti-Bullying Policy annually.</p>

	Monitoring, reviewing and responding to patterns in incidents relating to bullying, and communicating to SLT at least annually.
Head of PSHRE	Responsible for ensuring the relevant PSHRE curriculum areas are taught in class, through assemblies and through the wider curriculum offer
Parents/carers	Noticing any signs that a child might be subject to bullying. These could include - regularly feeling unwell in the morning, and being reluctant to go to School - money or possessions going missing - asking for more pocket money for no particular reason - unexplained cuts or bruises - a sudden and sustained change in behaviour e.g. becoming tearful, bad tempered or unhappy - a change in sleeping patterns - a change in friendship groups, or a reluctance to talk about friends Reporting any suspicion of bullying to Walthamstow Academy staff immediately