



Banbury Aspirations Campus Anti-Bullying Policy

Version control			
Date of last update	September 2018	Owner	Wykham Park Academy (Banbury)
Date of last review	March 2017	Review period	2 Years
Date of next review	February 2019	Owner	Banbury Aspirations Campus
Type of policy	Statutory	LAB or Board approval	LAB

Preamble

Statutory duties of schools:

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

Aim

The aim of this Anti-Bullying Policy is to ensure that pupils 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 at Banbury Aspirations Campus. Only when all issues of bullying are addressed, will our pupils be able to benefit fully from the opportunities available at our school.

Definition

What is bullying?

Bullying is defined as “**behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally**”. <https://www.gov.uk/government/publications/preventing-and-tackling-bullying> .

Bullying is **NOT**:

- An isolated one-off argument or fight with someone
- Saying something nasty to someone when you are angry

The main types of bullying are:

- Physical – pushing, kicking, hitting, pinching, taking or damaging the belongings of others, and any other form of violence
- Verbal – name calling, sarcasm, spreading rumours, issuing threats, racist and insulting remarks
- Emotional – excluding someone, tormenting someone, ridiculing, humiliation
- Racist – racial taunts, graffiti, gestures (see Policy for Racial Equality Promotion)
- Sexual – unwanted physical contact, abusive comments, homophobic comments
- Gendered – transphobic taunts, derogatory expectations
- Online/cyber – setting up hate websites, sending text messages, emails and abusing the victims via their mobile phones. (1)

Bullying usually includes:

- Deliberate hostility and aggression
- A target who is weaker and less powerful than the aggressor(s)
- An outcome which is always painful and/or distressing.

1. The Education and Inspections Act 2006 gives Headteachers the power “to such an extent as is reasonable to regulate the behaviours of pupils when they are off school site” <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

Persistent bullying can result in:

- Depression
- Low self-esteem
- Lack of confidence
- Shyness or withdrawal
- Aggression
- Poor academic achievement
- Isolation
- Threatened or attempted suicide
- The victim becoming a bully

Banbury Aspirations Campus is committed to ensuring that it is a place of work that is free from bullying, for the whole school community.

Implementation

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Stage 1

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has noticed it or been approached. For example, this may mean the mentor or the class teacher addressing the issue immediately with the pupils concerned. Details and/or concerns will then be recorded on SIMs and passed to the mentor and Cc to HoC
- The mentor will ensure that a clear account of the incident is recorded by the target of the bullying on an incident form (see appendix 1)
- The mentor will interview all concerned and will record individual accounts of the incident on incident forms (see appendix 1).
- Once three incidents have been reported, all three incidents along with any subsequent incidents, will be logged on the anti-bullying database (see appendix 2) by the College Administrator
- Mentors, subject teachers and other relevant members of staff will be kept informed
- Parents will be kept informed by the mentor.
- Sanctions and/or remedial measures will be used, as appropriate, and in consultation with all parties concerned

Stage 2

- If the bullying continues, the mentor will inform the Head of College
- The child carrying out the bullying and his/her parents will meet to discuss the issues and agree actions. A report will be written and a review date will be set
- The target of the bullying and his/her parents will meet to discuss the issues and to plan how the pupil can be supported in school. A report will be written and a review date will be set.

Stage 3

If the measures outlined above are ineffective, a member of the Senior Leadership Team will be informed and will take action. Disciplinary steps may include:

1. Official warning to cease offending (letters to pupils and parents will be kept on file)
2. Withdrawal of ICT access rights, if this facility is being used to bully
3. Silent Study Room/ exclusion from certain areas of the school at certain times (eg: break and lunch times)
4. Engage provision
5. Minor fixed term exclusion
6. Major fixed term exclusion
7. Permanent exclusion

Pupils:

Pupils who have been bullied will be supported by:

1. being offered an immediate opportunity to discuss the experience with a member of staff, usually the mentor
2. being reassured that the bullying is being taken seriously
3. being offered continuous support, for example, counselling, learning mentor, small group workshops etc.

Pupils who have bullied will be helped by:

1. discussing what happened
2. reflecting on why the pupil became involved in the situation
3. establishing the wrong-doing and the need to change
4. informing the parents or carers to help to change the attitude of the pupil
5. restorative justice/conflict resolution between victim and bully

Parents:

Parents of the target of the bullying will be kept informed by the mentor (stage 1), the Head of College (stage 2) or a member of the Senior Leadership Team (stage 3) and may be asked to:

1. ensure their child reports/logs all incidents and keeps evidence of this, where possible
2. seek further advice, available from, for example, www.kidscape.org.uk
3. speak to their child about the incidents and discuss ways to stop the bullying
4. contact other professionals, if appropriate (eg: the Police)

Parents of the child who is doing the bullying will be kept informed by the mentor (stage 1), the Head of College (stage 2) or a member of the Senior Leadership Team (stage 3) and may be asked to:

1. discuss why their child is bullying
2. ensure that the bully apologises, either in person or in writing, to the pupil he/she has bullied
3. set realistic, firm guidelines and rules to help the child control his/her behaviour
4. seek the help of other professionals (eg: through the child's GP)

Prevention of bullying

In an attempt to eradicate anti-social and unacceptable behaviour, Banbury Aspirations Campus undertakes to raise the awareness of the nature of bullying through mentor time, in particular through mentor time activities, assemblies and whole school training days.

Staff are given regular training on how to spot the signs of bullying and the response required when bullying is suspected or alleged.

The Banbury Aspirations Campus community is proactive in dealing with all allegations of bullying.

Discriminatory language

The use of discriminatory language is not acceptable on Banbury Aspirations Campus and will be challenged as appropriate. All staff have been trained in how to respond when they hear discriminatory language being used by pupils (or indeed other members of the community) regardless of location (e.g. classroom, dining room, on trips etc.).

Monitoring and Evaluation Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be implemented and actively promoted throughout the school. All incidents of bullying culminating in fixed term or permanent exclusion will be reported to the Governing Body.

Appendix 1

Banbury Aspirations Campus Recording prejudice-related incidents and bullying

Wykham Park Academy Space Studio Banbury (please circle as appropriate)

NB Both the pupil carrying out the bullying and pupil who is the target of the bullying to complete green incident form, to be attached to this report

Name:		Mentor Group:	
Identified (delete as appropriate)		Bullying Started on:	
Frequency of Bullying Incidents:		Locations of incidents: e.g: In class Between lessons Outside of school	
Witnesses:			

Type of incident	Tick	Examples:
Young carers or LAC		
Appearance or health condition		
SEN or disability		
Physical assault		
Verbal abuse (pupil/teacher)		
Emotional bullying		
Race, religion or culture		
Transgender phobia		
Sexual orientation (homo/biphobia)		
Sexist or sexual		
Cyberbullying		
Theft/taking property		
Excluding		
Written derogatory comments (including graffiti)		
Other		

Restorative Enquiry

What Happened?
What were you thinking/feeling at the time?
Who has been affected by this?
What do you need, or what needs to happen to make things better?

Actions taken by member of staff

Contact made with target's parent/carer Yes / No Date

Contact made with aggressor's parent/carer Yes/ No Date

Incident logged with Head of College Yes/No Date

Incident logged with Elaine King Yes/No Date

If the incident was prejudice-motivated, you must seek advice from the Local Authority as to whether a Hate Crime report is appropriate.

Date:	Signature:
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Appendix 2

Anti-bullying Database

Surname of aggressor	Forename of aggressor	Gender	Tutor Group	Ethnicity	SEN Status	Surname of target	Forename of target	Mentor Group	Date of Incident	Young carers/ LAC	Appearance or health condition

Anti-bullying Database continued

SEN or disability	Physical assault	Verbal abuse	Emotional bullying	Race, religion or culture	Transgender phobia	Sexual orientation	Sexist or sexual	Cyber bullying	Theft	Excluding	Written derogatory comments