



Anti-Bullying Strategy

Reviewed: January 2021

Next review: January 2023

Policy history:

November 2020	Policy reviewed	Steph Watson (Vice Principal)
November 2018	Policy reviewed – clearer definition and use of Cheshire East guidance	James Bancroft (Principal)
January 2018	Policy written	Angela Culshaw (Pupil Premium Lead) James Bancroft (Principal)

This policy was reviewed by the Local Advisory Board at the Spring 1 2021 meeting.



Anti-Bullying Strategy

At Wistaston Church Lane Academy we are committed to provide a caring, friendly and safe environment for all of our learners where they can learn in a relaxed, safe and secure atmosphere. Bullying of any kind is unacceptable at our school. It is the responsibility of all staff to ensure that our learners can be educated in a safe and happy environment. Bullying is taken seriously and will not be tolerated.

Bullying can have a devastating effect on individuals and it is expected that staff and pupils take it seriously. If bullying does occur, all pupils should be able to tell an adult and know that incidents will be dealt with promptly and effectively. We are a TELLING school – anyone who knows that bullying is happening is expected to tell staff. The school will always investigate every report of a bullying incident.

The school is a signatory of the Cheshire Anti-Bullying Charter and we are committed to challenging all forms of bullying.

Rationale

This policy refers to all forms of bullying- this includes bullying related to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying and the use of cyber technology to bully.

A definition of bullying

There is no legal definition of bullying. Staff at Wistaston Church Lane Academy use the Cheshire Anti-Bullying definition:

- The victim is targeted by an individual or group on a regular basis (it is repeated).
- There is intention to harm or humiliate physically or emotionally.
- There is a power imbalance, the victim is fearful of those targeting them.

If a situation meets all three criteria, it will be classed as bullying and will be handled as such. If a situation doesn't meet all three criteria, it will be handled under the Behaviour Policy, although victim support will be given.

Bullying can range from ostracising, name-calling, teasing, threats or extortion through to physical intimidation, assault on a person and/or their property.

Bullying is not a one-off incident, conflict, an argument or a fight.



Bullying can take many forms including:

Physical	Pushing, kicking, hitting, pinching or any use of violence
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Emotional	Excluding, tormenting (e.g. hiding things or making threatening gestures), being unfriendly, taunts relating to race, sexual orientation, sex, special needs, disability, gender reassignment, religions, beliefs, graffiti, gestures
Sexual	Unwanted physical contact or abusive comments
Cyber bullying	Sending unkind or abusive pictures, sharing inappropriate content, inappropriate amount of contact, spreading false rumours

Aims

Through our practices, our aims are as follows:

- To enable everyone to feel safe, happy and respected at school.
- To educate and help everyone to understand what is meant by the term 'bullying' and also what 'anti-bullying' is, so we can help each other and aim to prevent bullying in school.
- To make it clear that all forms of bullying are unacceptable at our school and no one deserves to be bullied
- To encourage pupils to report any incident of bullying
- To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support pupils/young people displaying bullying behaviour to change their attitudes and understand why it needs to change
- To liaise with parents and other appropriate members of our community

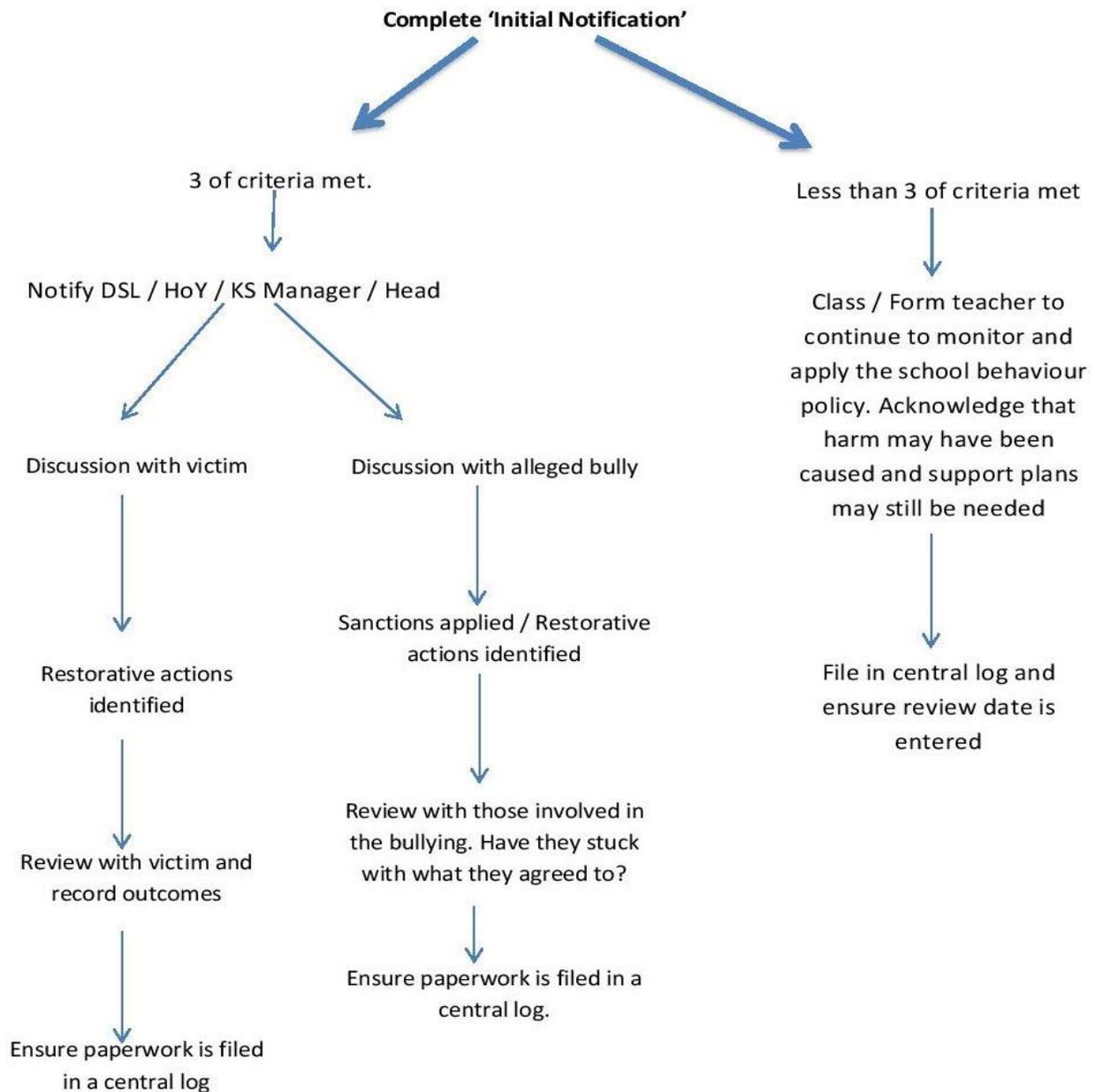


Procedures and Consequences

Bullying Incident – Process

Criteria to indicate a bullying incident has taken place.

- the victim is targeted by an individual or group on a regular basis
- there is intention to harm or humiliate (harm can be physically and emotionally)
- there is a power imbalance, the victim is fearful of those targeting him or her





Recording Incidents

The school uses CPOMS for recording behaviour and bullying incidents.

For any allegation or suspicion of bullying (from a pupil, parent or member of staff) an Initial Notification should be recorded on CPOMS using the tag 'Potential Bullying Notification'.

The member of staff receiving the allegation will then decide if the allegation should be handled using the Anti-Bullying Strategy (everything logged after this will be tagged as Bullying), or using the Behaviour Policy using the flow chart on Page 4 of this policy (everything logged after this will be tagged as Behaviour).

All incidents relating to protected characteristics (except age) will be reported to the Local Advisory Board.

The Principal will report incidents of bullying to the Local Advisory Board.

Key Points for Handling Bullying Situations

- Suspected bullying will never be ignored.
- Premature assumptions will not be made.
- All accounts will be listened to carefully.
- A problem-solving approach will be adopted.
- There will be a repeated follow up to check the bullying situation has not resumed.
- Key information will be shared with the next class teacher.
- It is important that all members of staff follow the Bullying Incident Process in order have a consistent approach.
- All situations should be handled sensitively.
- Situations can take time to resolve, but should be handled as promptly as possible.
- Incidents that occur out of school that affect the wellbeing of a pupil of the school may be handled in line with our Anti-Bullying Strategy and Behaviour Policy.

It should be recognised that historical issues can be difficult to address with children. For this reason we stress to children and parents that we need to be informed sooner rather than later regarding an incident so that things can be dealt with as promptly as possible.

Prevention

- At Wistaston Church Lane Academy we use the PSHE Association scheme of work which covers bullying and anti-bullying in the relationships theme. This is taught for two terms across each year group in the school. The theme explores different friendships and relationships and what the actions should be if bullying is occurring.



- In addition, we use the No Outsiders programme which promotes inclusion and tolerance. The programme also encourages dialogue and introduces the children to different areas of diversity as outlined in the 2010 Equality Act, such as: gender equality, race equality, disability, religious beliefs, LGBT awareness.
- We also encourage theatre groups, the local SSYP (Safer Schools and Young Persons Partnership) and NSPCC to come into school and speak the children about bullying and how help can be found in school and outside of school.
- Our child-led Safeguarding Team - The Safety Squad - is led by a member of the Safeguarding Team. Their role is promoting safeguarding to the school, and be a source of contact for other children.
- We participate in national events like Anti-Bullying Week in November.
- We have signed up to the Cheshire Anti-Bullying Charter. More information here: <https://www.cheshire-pcc.gov.uk/cheshire-anti-bullying-commission/>
- Anti-bullying themes will be taught in assemblies.
- Staff will receive training as part of their professional development programme.
- Pupils will be aware of who they can speak to if they need to, including through anti-bullying posters.

The Role of the Local Advisory Board

- The Local Advisory Board supports the Principal and staff in all attempts to stamp out bullying from our school. The policy statement makes it clear that the governing body does not allow bullying that do occur are taken very seriously and dealt with appropriately.
- The Local Advisory Board monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly
- The Local Advisory Board require accurate records to be kept of all incidents of bullying and governors can request a report on the effectiveness of school anti-bullying strategies

The Role of the Principal

- The Principal ensures that all pupils know that bullying is wrong, and that it is unacceptable in our school
- The Principal sets the school climate of mutual respect and praise for success, so bullying is less likely. When pupils feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of the behaviour
- Encourage open lines of communication between members of staff, as well as between staff and pupils
- The Principal reports to the Local Advisory Board about the effectiveness of the anti-bullying policy on request
- Ensure that the behaviour policy is followed with regards to consequences that may be received for bullying behaviour



The Role of all Staff

- To take all forms of bullying seriously
- To create a safe and happy environment with a clear reference to the school's ethos and behaviour policy
- To listen to any concerns or queries pupils may have about bullying
- To have access to training, which enables them to become equipped to deal with incidents of bullying and behaviour management
- Promote positive behaviour through praise and recognition

The Role of the Staff Members

- To record all information relating to bullying.
- To educate, through PSHE lessons and remind pupils how to recognise bullying, to prevent it where possible
- To educate pupils to recognise the difference between bullying and examples of other negative behaviour, as well as how to develop respect and tolerance for one another
- To speak to parents as and when necessary about any instances of bullying behaviour and to also increase awareness through anti-bullying week and e-safety information given at evening sessions
- If teachers witness or become aware of any bullying taking place between pupils, the issue will be dealt with immediately
- If a pupil is repeatedly involved in bullying other pupils, the Principal will be notified and involved. The pupil's parents are invited into school to discuss the situation. In more extreme cases and where initial discussions have proven ineffective, external support agencies, i.e. social services may be contacted

The Role of Parents/Carers

- Parents who are concerned that their child might be being bullied or who suspects that their child may be the perpetrator of bullying, should contact the class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of school, by also talking to them about bullying behaviour at home.
- Parents should support the school in promoting the anti-bullying strategy.
- Perceived bullying can be a very emotive subject and we understand this. But we expect parents to discuss the situation with school staff in a reasonable way in line with our code of conduct for parents and carers.

The Role of the Pupils

- Follow the school's Golden Rules



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- Stop the bullying, by trying to help and standing up for each other
- Look after our friends
- Speak to the teacher
- Teach each other about anti-bullying
- Participate in PSHE lessons