



# Banbury Aspirations Campus ANTI-BULLYING POLICY



**Wykham Park**  
Academy  
Banbury



**FUTURES INSTITUTE**  
BANBURY

<b>Date of last review</b>	May 2020	<b>Review period</b>	Annually
<b>Date of next review</b>	May 2021	<b>Owner</b>	Banbury Aspirations Campus
<b>Type of policy</b>	Academy	<b>Board approval</b>	Regional board

## **Preamble**

THIS POLICY MUST BE READ IN CONJUNCTION WITH THE BEHAVIOUR REGULATION POLICY

### **Statutory duties of schools:**

By law, all state schools including academies, must have a behaviour policy in place that includes measures to prevent all forms of bullying among pupils. These procedures must be brought to the attention of staff, parents and students. Further information can be found here: <https://www.gov.uk/bullying-at-school> and here: <https://www.gov.uk/government/publications/statutory-policies-for-schools-and-academy-trusts/statutory-policies-for-schools-and-academy-trusts#behaviour>

## **Aim**

The aim of this Anti-Bullying Policy is to ensure that students 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 students 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)

1. The Education and Inspections Act 2006 gives Headteachers the power “to such an extent as is reasonable to regulate the behaviours of students when they are off school site”

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

### **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**

### **Academy:**

#### **Stage 1**

- If **unkindness towards others** 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 students concerned. Details and/or concerns will then be recorded on SIMs and passed to the mentor and Cc to Head of College. A new category of unkindness has been added to SIMS to allow monitoring of repeated behaviours by individual students.
- The member of staff will ensure that a clear account of the incident is recorded on a general school incident form if the student wants to do so
- Mentors, subject teachers and other relevant members of staff will be kept informed where appropriate
- Sanctions and/or remedial measures will be used, as appropriate, and in consultation with all parties concerned

#### **Stage 2**

- If the **unkindness towards others** continues and looks like it could be turning into bullying, the mentor will inform the Head of College
- The child who is being unkind 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 unkindness and his/her parents will meet to discuss the issues and to plan how the student 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, and the **unkindness towards others** moves into **bullying** 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 students and parents will be kept on file)
2. Withdrawal of ICT access rights, if this facility is being used to bully
3. Exclusion from certain areas of the school at certain times (e.g. break and lunch times)
4. Internal exclusion
5. Fixed term exclusion
6. Permanent exclusion (for extreme cases only)

### Students:

Students 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.

Students who have bullied will be helped by:

1. discussing what happened
2. reflecting on why the student 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 student
5. restorative justice/conflict resolution between victim and bully

### Parents:

Parents of the target of the unkindness / 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](http://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 being unkind (and then moving into being a bully) 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 student 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 (e.g. 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.

Some signs that may point to a bullying problem are:

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewellery
- Frequent headaches or stomach aches, feeling sick or faking illness
- Changes in eating habits, like suddenly skipping meals or binge eating. Children may come home from school hungry because they did not eat lunch.
- Difficulty sleeping or frequent nightmares
- Declining grades, loss of interest in schoolwork, or not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self esteem
- Self-destructive behaviours such as running away from home, harming themselves, or talking about suicide

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 students (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 Regional Governing Board.

## Appendix 1

### Banbury Aspirations Campus Recording prejudice-related incidents and bullying

Wykham Park Academy      Futures Institute Banbury (please circle as appropriate)

NB Both the student carrying out the bullying and student who is the target of the bullying to complete **general school incident form**, to be attached to this report

Name:		Mentor Group:	
Incidents of unkindness started on:		Nature of incidents of unkindness	
Frequency of 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 (student/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