



# Banbury Aspirations Campus

## Anti-bullying policy



**Wykham Park  
Academy**  
Banbury



**FUTURES INSTITUTE**  
BANBURY

|                            |             |                       |                            |
|----------------------------|-------------|-----------------------|----------------------------|
| <b>Date of last review</b> | July 2022   | <b>Review period</b>  | 1 year                     |
| <b>Date of next review</b> | August 2023 | <b>Owner</b>          | Banbury Aspirations Campus |
| <b>Type of policy</b>      | Academy     | <b>Board approval</b> | Regional board             |

## Preamble

THIS POLICY SHOULD BE READ IN CONJUNCTION WITH THE RELATIONSHIPS and BEHAVIOUR 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 can affect anyone; 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 as a one-off

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
- Poor attendance at school
- Internal truancy from lessons
- 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 through the college system
- A **“My account” form** should be completed by all students involved in the incident (**Appendix 1**)
- Details and/or concerns will be recorded on SIMs
- A new category of **unkindness** has been added to SIMS to allow monitoring of repeated behaviours by individual students.
- Parent/carers will be notified by a standard message on School Comms

### Stage 2

If the measures outlined above are ineffective, and the **unkindness towards others** moves into **bullying** further action will be taken.

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 isolation
5. Suspension

6. Permanent exclusion (for extreme cases only)
7. Completion of **Recording prejudice-related incidents and bullying form (Appendix 2)**

### **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
2. being offered the opportunity to participate in our restorative process
3. being reassured that the bullying is being taken seriously
4. 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 conversation /conflict resolution between victim and bully

### **Parents:**

Parents of the target of the unkindness / bullying will be kept informed 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 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.

A group of students have been trained as Anti-Bullying Ambassadors. They have created material for assemblies and put posters up in each classroom explaining how students who are having others being unkind to them can seek support from their peers.

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 behaviors 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 2

### 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 the descriptive 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:<br>e.g: In class<br>Between lessons<br>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  |      |           |