

Annex to Anti Bullying Policy

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Associated documents:			
Walton behaviour annex Walton safeguarding and child protection annex		DAT Anti bullying policy: https://www.diverseacademies.org.uk/wp-content/uploads/sites/25/2019/08/Anti-bullying.pdf DAT Behaviour policy: https://www.diverseacademies.org.uk/wp-content/uploads/sites/25/2019/08/Behaviour.pdf DAT Safeguarding and Child Protection policy: https://www.diverseacademies.org.uk/wp-content/uploads/sites/25/2018/10/Safeguarding-and-Child-Protection.pdf	
Links to:			
Equalities Act 2010 www.gov.uk/government/publications/equality-act-2010-advice-for-schools Education and Inspection Act 2006, 2011 Children Act 1989 Protection from Harassment Act 1997 Malicious Communications Act 1988 Public Order Act 1986 Preventing and tackling bullying: advice for Principals, staff and governing bodies 2017		Keeping Children Safe in Education 2021 https://www.gov.uk/government/publications/keeping-children-safe-in-education--2 Working Together to Safeguard Children 2018 www.gov.uk/government/publications/working-together-to-safeguard-children SEND Code of Practice 2014 www.gov.uk/government/publications/send-code-practice-0-to-25	



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1 Definition of bullying

Walton Academy agrees with and follows all aspects set out in the DAT policy.

2 Scope and mission

Walton Academy agrees with and follows all aspects set out in the DAT policy.

3 Aims and objectives

Walton Academy agrees with and follows all aspects set out in the DAT policy.

4 Responsibility for implementation

4.1 The daily responsibility and implementation of this policy is delegated by the Academy Principal to the Assistant Principal for Behaviour and Attitudes.

4.2-4.5 Walton Academy agrees with and follows all aspects set out in the DAT policy.

4.6 Walton's Academy governor for PDBA will take a lead role in monitoring and reviewing the anti bullying annex for the academy.

4.7-4.8 Walton Academy agrees with and follows all aspects set out in the DAT policy.

5 Types of bullying

Walton Academy agrees with and follows all aspects set out in the DAT policy.

6 Responding to bullying

Walton Academy agrees with and follows all aspects set out in the DAT policy.

6.1 Please see additional Walton Academy guidance document in the appendix of the policy

6.2 Students should initially report bullying to any member of staff as soon as possible so relevant actions can be put into place.

6.7 A bullying log will be kept within the academy to ensure individual incidents are followed up, the Assistant Principal for Behaviour and Attitudes will be responsible for the implementation, monitoring and reviewing of this log.

6.11 Walton Academy ensures a thorough education which outlaws bullying is delivered through the tutorial programme, assemblies, life skills days and Lincs CC stay safe days.

7 The protocol

Walton Academy agrees with and follows all aspects set out in the DAT policy

- 7.2 Any bullying incidents that are a safeguarding concern will be reported by staff through the My Concern system, if a child is at immediate risk staff will report it in person to one of the safeguarding team.
- 7.5 Staff members dealing with an individual incident will ensure that a precise account of the incident is recorded on the Academy statement form. If the incident is a safeguarding concern a precise account will be recorded on the My Concern system.

8 Cyber bullying

Walton Academy agrees with and follows all aspects set out in the DAT policy.

- 8.6.1 Please see additional Walton Academy guidance document in the appendix of the policy
- 8.6.2 Please see additional Walton Academy guidance document in the appendix of the policy
- 8.6.9 Walton Academy ensures that all staff and students are educated with regards to the steps they can take to protect themselves online, this is delivered through yearly safeguarding refresher training, tutorial programme, assemblies, life skills days and Lincs CC stay safer days.

9 Supporting pupils

Walton Academy agrees with and follows all aspects set out in the DAT policy.

- 9.1-9.9 Please see additional Walton Academy guidance document in the appendix of the policy.

10 Supporting employees

Walton Academy agrees with and follows all aspects set out in the DAT policy.

11 Preventing bullying

Walton Academy agrees with and follows all aspects set out in the DAT policy.

- 11.1 Walton is committed to creating a 'Culture of Kindness' which is underpinned by the Academy expectations, 'Ready, Respectful, Responsible'.
- 11.5 Walton is committed to ensuring that students are educated about a safe and respectful use of mobile technology, students are only permitted to use their phones during the hours of 8.45 and 15.35 as a learning aid. Students are educated about the safe use of mobile technology extensively through the tutorial programme, assemblies, life skills days, computing lessons and Lincs CC stay safe days.
- 11.7 Walton Academy has safe spaces that can be accessed by vulnerable children, the Student Services office and nurture group provide this facility for students when needed.

- 11.8 Walton Academy is committed to celebrating success and promoting achievement this is done formally every half term in year group celebration assemblies where awards are given for our core values, expectations and acts of kindness.

12 Support

Walton Academy agrees with and follows all aspects set out in the DAT policy.

- 12.1 Please see additional Walton Academy guidance document in the appendix of the policy.
- 12.3 Regular online safety advice and updates are sent out to all stake holders and placed on the safeguarding tab of the Walton Academy website.
- 12.4 Walton Academy commits to taking appropriate, proportionate and reasonable action in line with Lincolnshire County Council guidance which or affects students, even when they are not on Academy premises.

13 Education and training

Walton Academy agrees with and follows all aspects set out in the DAT policy.

- 13.1 All staff have annual face to face training through the safeguarding refresher and subsequent updates through twilight sessions and micro teach briefings.
- 13.2 Regular updates on research and publications around all forms of bullying and exploitation are sent to staff via emails, face to face training and micro teach briefings.
- 13.3 Bullying is delivered extensively throughout the curriculum at Walton Academy through the academy displays, the cultural calendar, tutorial programme, assemblies, life skills days, Lincs CC stay safer days, kindness ambassadors, computing lessons and visiting speakers.
- 13.4 Students are given many opportunities to develop their social, emotional and resilience skills through the extensive character education programme at Walton Academy (L.O.R.I.C/The EdgePledge), this is delivered through the tutorial programme, assemblies, curriculum lessons and life skills days.

14 Involvement of pupils

Walton Academy agrees with and follows all aspects set out in the DAT policy.

- 14.1 Student council will review the anti bullying policy and annex three times each academic year with the year leader team and Assistant Principal for Behaviour and Attitudes.

14.2-14.4 Student voice around bullying will be carried out three times a year, all students will be involved, responses will be collated by the year leader team and relevant actions and feedback to students will be put in place.

14.5 Walton Academy publicises details of internal and external support in the student planner, on the TV screens, on tutor boards, on wellbeing business cards and on the Academy website so all stakeholders have access to the information.

15 Involvement of parents and guardians (complaints procedure)

Walton agrees with and follows all aspects set out in the DAT policy.

15.1 Key information about bullying is available to parents and guardians through the safeguarding tab on the academy website, student planner, safeguarding poster in reception, regular email updates, termly safeguarding newsletter.

15.5 Walton Academy complaints procedure can be found on the website under the 'Our Academy' tab in the 'Policies' section.

16 Monitoring and review

Walton agrees with and follows all aspects set out in the DAT policy.

16.1 Walton's Academy governor for PDBA will be the lead governor for anti bullying, they will work with the Assistant Principal for PDBA and the designated safeguarding lead to report on specific Academy issues via Academy Review Meetings (ARM) and other appropriate forums.

17 Useful links

Walton agrees with and follows all aspects set out in the DAT policy.

18 Review of policy

This annex is reviewed annually by the Academy in the Summer Term in time for the next academic year. We will monitor the application and outcomes of the annex to ensure it is being applied effectively.

Appendix 1:

Reporting and Responding to Bullying

Walton Academy has clear and well publicised systems to report bullying for the whole school community (including staff, parents / carers, children and young people). This includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

Guidance for students

If you are being bullied or harassed:

- Remember it is not your fault.
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

After you have been bullied or harassed:

- All bullying and harassment is wrong and you do not have to stay silent about it.
- Tell an adult or somebody you trust about what has happened straight away. Adults in the academy have a responsibility to give you help and support around bullying.
- If you are scared to tell a teacher or an adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.

When you are talking to an adult about bullying be clear about:

- What has happened.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

If you experience bullying or harassment by mobile phone, text messages or e-mail:

- Don't retaliate or reply.
- Save the evidence – do not delete anything.
- Make sure you tell an adult who you trust.
- Contact your service provider or look at their website to see where to report incidents.
- If appropriate contact the police and show them the evidence.
- Be careful who you give your mobile phone number or e-mail address to.
- Make a note of exactly when a threatening message was sent.

Guidance for parents / carers

If your child has been bullied or harassed:

- Calmly talk with your child about their experiences.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that they have done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur they should report them to an adult in school immediately.
- Make an appointment to see your child's Form Tutor or Head of House.
- Explain to the teacher the problems your child is experiencing.

When talking with members of staff about bullying or harassment:

- Try to stay calm and bear in mind that the staff member may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the academy intends to take.
- Ask if there is anything you can do to help your child or the academy.
- Stay in touch with the academy and let them know if things improve as well as if problems continue.

If you are not satisfied:

- Check with the academy and Trust anti-bullying policy to see if agreed procedures are being followed.
- Discuss your concerns with a governor.
- Make an appointment to discuss the matter with the Assistant Principal (PDBA).
- If this does not help, make an appointment to discuss the matter with the Principal.
- If this does not help, write to the Chair of Governors explaining your concerns and what you would like to see happening.

If your child is displaying bullying behaviour towards others:

- Talk with your child and explain that what they are doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how they can join in with other children without bullying.
- Make an appointment to see your child's Head of Year and explain the problems your child is experiencing as well as discussing how you can work together to stop them bullying others.
- Regularly check with your child how things are going at the academy.
- Give your child lots of praise and encouragement when they are co-operative or kind to other people.

If your child is experiencing any form of cyberbullying:

- Ensure your child is careful whom they give their mobile phone number and e-mail address to.
- Check exactly when a threatening message was sent and keep evidence of offending emails, text messages or online conversations. Do not delete messages.
- If the bullying involves a student from Walton, contact the school to report this.
- Contact the service provider to report the incidents.
- If the cyber bullying is serious and a potential criminal offence has been committed, you should consider contacting the Police.

Guidance for adults experiencing bullying or harassment

The response may be broadly similar or vary greatly to the response chart if it is an adult being bullied. If you are experiencing bullying as an adult:

- Share your concerns with a trusted colleague.
- Seek advice and information from your union or professional association.
- Make a record of all incidents and date them.
- If you feel your situation is not being resolved then you should follow the academy's formal procedures as adopted by the Governing Body. This initially involves speaking to the Principal, or if the incident involves the Principal, the Chair of Governors.

Procedures

All reported incidents will be taken seriously and investigated.

Outline of the steps the academy will take in the event of a bullying incident occurring:

- Interviewing all parties to ascertain all sides of the situation.
- Informing parents of the situation.
- Implement appropriate disciplinary sanctions in accordance with the academy's Behaviour Policy. These should be graded according to the seriousness of the incident but should send out a message that bullying is unacceptable.
- Implement appropriate actions and support – solution focused, restorative approach, circle of friends, individual work with victim or perpetrator.
- If appropriate, external agencies may be used, for example police or other outside agencies.
- Liaising with wider community if the bullying is taking place off the school premises i.e. in the case of cyber bullying or hate crime.
 - Responses may also vary according to the type of bullying and may involve other agencies where appropriate.
 - Follow up especially keeping in touch with the person who reported the situation, parents / carers. This may include having a clear complaints procedure for parents who are not satisfied with the academy's actions.

Strategies for preventing bullying

As part of our on-going commitment to the safety and welfare of our students we have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Annual Well-being week / Anti-bullying week / Life Skills Days / Tutorial Programme / Assemblies
- Specific curriculum input on areas of concern including cyber-bullying and internet safety / assemblies.
- Student voice through Student Council.
- Counselling and / or mediations schemes.
- Multi agency co-operation.

Reactive programmes for vulnerable groups involved in bullying. For example:

- Restorative Justice.
- Counselling and / or mediation schemes.

Support for parents / carers

- Parent groups / extended schools.
- Parent information events / information.

Support for all school staff

- Staff training and development for all staff including those involved in lunchtime and before and after school activities.