William Lovell Church of England Academy
Main Road, Stickney, Boston, Lincolnshire, PE22 8AA

Telephone: 01205 480352
Email: enquiries@williamlovell.laat.co.uk
Website: https://williamlovell.co.uk

Anti-Bullying Policy

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Policy Owner: William Lovell CofE Academy
Policy Date: May 2024
Review Date: May 2025

Vision

At William Lovell Church of England Academy, we strive to create an inclusive atmosphere with a family-feel, where strength of character goes hand in hand with academic achievement.

Every person is valued within our school. We empower and challenge all, encouraging and building one another up to become the best version of themselves. Our aim is for all pupils to have the widest possible life choices and we hope to inspire every member of the community to have a positive impact on the world around them. We trust that they have the power to make a difference.

"Therefore encourage one another and build one another up, just as you are doing."
Thessalonians 5:11

"The smallest of all seeds, when it has grown, is the greatest of shrubs and becomes a tree, so that the birds of the air come and make nests in its branches."
Matthew 13:32

Our Vision at William Lovell is underpinned by 5 core values

GENEROSITY - And do not forget to do good and to share with others, for with such sacrifices God is pleased. (Hebrews 13:16)

RESPECT- Be devoted to one another in love. Honour one another above yourselves. (Romans 12:10)

JUSTICE - When justice is done, it brings joy to the righteous but terror to evildoers. (Proverbs 21:15)

FORGIVENESS - Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you. (Colossians 3:13)

TRUTH - Dear children, let us not love with words or speech but with actions and in truth. (1 John 3:18)

Aim:

The vision of the Lincoln Anglican Academy Trust is that schools within the Trust family will serve their communities through excellence, exploration and encouragement through the love of God. Therefore, we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at William Lovell C of E Academy. If bullying does occur, all students should be able to tell a responsible adult and know that incidents will be dealt with promptly, appropriately and effectively.

We are an anti-bullying academy. This means that anyone who knows that bullying is happening is expected to inform members of staff.

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Links with other school policies and practices

This policy links with several school policies and documents, including:

- Acceptable Use of IT Agreement
- Behaviour, Rewards, Suspension and Exclusion Policy
- Complaints policy
- Curriculum Policy and plans
- Data Protection and FOI Policy
- Equality Objectives
- Safeguarding and Child Protection Policy
- Data Protection and FOI Policy
- Equality Objectives
- SEND Policy

What Is Bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power (this means that one person or a group of people uses power or control over another). It can happen face to face or online.

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect – spreading hurtful rumours, intentionally leaving someone out of activities or conversations. This can include the exploitation of individuals.
- Prejudicial (against those with protected characteristics as defined in the Equality Act 2010):
  - Bullying related to race, religion, faith and belief and towards those without faith
  - Bullying related to ethnicity, nationality or culture
  - Bullying related to Special Educational Needs or Disability (SEND)
  - Bullying related to sexual orientation
  - Gender-based bullying, including transphobic bullying
  - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

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Why is it vital to respond effectively to bullying?

Bullying hurts. It can make the victim feel powerless, inferior, frightened, humiliated and upset. Bullying is never acceptable behaviour and contrary to our school values. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. The academy has a responsibility to respond promptly and effectively to any issues of bullying. Both the victim and the perpetrator will need pastoral support in response to the behaviour.

In accordance with the Equality Act 2010 and our academy equality objectives, William Lovell Academy is committed to preventing and responding effectively to the bullying of protected and vulnerable groups of children.

How can students and parents/carers raise concerns about bullying?

Students can report concerns in person to any member of staff at any time. Student Services is open and staffed throughout the school day as a source of immediate support. Concerns can also be raised via the Wellbeing email address: wellbeing@williamlovell.laat.co.uk

Parents/carers can report concerns by telephoning the main academy office (01205 480352) and either leaving a message or asking to be put through to a member of the Wellbeing Team. Concerns can also be raised via the Wellbeing email address: wellbeing@williamlovell.laat.co.uk

The academy's designated safeguarding lead is Mr S Hutton who can be contacted either on the main academy telephone number (01205 480352) or by emailing stuart.hutton@williamlovell.laat.co.uk

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should take bullying seriously
- All governors, teaching and non-teaching staff, students and parents should have a clear understanding of what bullying is
- All governors, teaching and non-teaching staff, students and parents should understand that bullying will not be tolerated in our academy.
- All governors and teaching and non-teaching staff should know what the academy's policy is on bullying and follow it when bullying is reported
- All students and parents should know the academy's policy on bullying and what they should do if bullying arises
- Students and parents should be assured that they will be supported when bullying is reported.

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Teaching/non-teaching Staff Responsibilities

- To proactively educate students about bullying behaviour and its impact, both as part of the school's PSHE programme and incidentally when opportunities arise.
- To recognise and challenge bullying of any form, including the behaviour of bystanders.
- To understand and implement the school policy and procedures to confront bullying of any form.
- To report incidents or suspicions (including incidents taking place outside school, online or on the way to/from school) to the Wellbeing Team verbally or via email as soon as possible to enable prompt action to be taken.
- To record incidents or suspicions on CPOMS using the "Bullying Related Issues" category and the relevant subcategory.

Wellbeing Staff / Senior Leadership Team Responsibilities

- To investigate incidents or suspicions promptly and as fully as possible (including incidents taking place outside school, online or on the way to/from school), listening to all parties involved.
- To share incidents of serious and /or persistent bullying with parents of the victim and bully.
- If necessary and appropriate, police will be consulted.
- If possible, and appropriate, the students will be reconciled via a restorative process.
- To put in place sanctions as a consequence for negative behaviours. In serious cases, suspension or even exclusion will be considered.
- To put in place interventions to support both victim and bully and to support and educate bystanders where appropriate.

Support for the victim could include:

- Practical support such as consideration of class groupings and transport to/from school, access to social club and the Placement Area or Library as safe havens.
- Wellbeing support such as wellbeing mentoring, online safety advice.
- Where bullying is persistent, a Bullying Support Plan may be initiated (see Appendix A) and reviewed.
- PSP.
- Referral to outside agencies for support if appropriate (e.g. EMTET, Healthy Minds).
- Monitoring by teaching and pastoral staff.

Support for the perpetrator could include:

- In-house Anti-bullying course.
- Wellbeing support such as wellbeing mentoring.
- PSP.
- Referral to outside agencies for support if appropriate (e.g. Healthy Minds, PCSO)
- Monitoring by teaching and pastoral staff.

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Support for bystanders could include:

- In-house Bullying Awareness Programme
- Discussion of incidents to promote understanding of the role of bystander and actions that could be taken in similar situations in future.

Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:

- Is frightened of walking to or from the academy
- Doesn't want to go on their academy / public bus
- Changes their usual routine
- Is unwilling to go to the academy (Emotionally-Based School Avoidance)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide
- Attempts or threatens to run away
- Cries themselves to sleep at night or has nightmares
- Begins to bed-wet
- Complains of feeling ill in the morning
- Declines in standard of academic work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money
- Frequently "loses" money
- Comes home hungry (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Changes eating pattern, for example under or overeating
- Is reluctant to say what's wrong
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a text/online message is received

Further information and links to sources of advice and support can be found in the DfE's document Preventing and Tackling Bullying.

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Linked Policies

- Wellbeing
- Behaviour, Rewards and Exclusions
- Pupil mental health and wellbeing.

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Appendix A

Bullying Support Plan

Name:	**Date of initial meeting:**

Details of concerns: **What events have led up to this meeting being called? How have these events impacted on the student?**		
What is going well? What sources of support does the student already have? What does the student enjoy about school?		
Actions agreed at initial meeting:	**2 week review** **Date:**	**8 week review** **Date:**
What will the school do to address the concerns? What additional support can the student access?	**Impact of actions taken.** **Additional actions agreed.**	**Impact of actions taken.** **Additional actions agreed.** **Plan closed or further reviews needed?**
Outcomes (how will we know that the situation has improved for the student?	**2 week review**	**8 week review**
• • •		
Additional information:		