



ANTI-BULLYING POLICY

John Whitgift Academy aims to provide an environment where students are safe from bullying and discrimination, and where they can maximise their personal and social development. The Academy will ensure that students' emotional well-being are promoted and nurtured. The Academy will also ensure that efforts are made to address the emotional well-being of its staff.

Definition of Bullying

Bullying is **repeated** verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or a group towards one or more persons. Cyberbullying refers to bullying through information and communication technologies.

Conflict or fights between equals and single incidents are not defined as bullying.

Bullying behaviour is not:

- Children not getting along
- A situation of mutual conflict
- A single episode of nastiness or a random act of aggression or intimidation

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, sexual orientation or transgender. Bullying of any form or for whatever reason can have long-term effects on those involved including bystanders. Bullying can happen anywhere e.g. at school, travelling to and from school, extra-curricular events, between neighbours or in the workplace.

At John Whitgift Academy you have the right to:

- Live your life peacefully and safely
- Be an individual and be proud to be different
- Not be bullied by others
- Protect yourself by ignoring others or by walking away
- Tell an adult if you are feeling or if someone is making you feel, unhappy

However, you also have responsibility to:

- Not tolerate any form of bullying
- Not tolerate bullies in your friendship groups
- Work with others to stop bullying
- Tell a member of staff about any form of bullying

Let us be clear – what is unacceptable?

Physical attacks, threats, insults, name calling, jokes or comments made about someone's colour, gender, sexual orientation, culture, religion, disability and ethnic or social background are all unacceptable.

Support

John Whitgift Academy will:

- Log and record all acts of alleged bullying
- Investigate all reports of bullying and examine the facts of each case
- Listen to both student and parental concerns
- Punish all acts of bullying appropriately and in line with the academy's Behaviour Policy
- Inform parents of both the victim and the bully regarding the outcome

External Agencies

The academy may seek advice and guidance from external partners to provide additional support. These may include Local Authority practitioners such as professional counsellors, the Police and Community Support Officers (PCSO'S).

Academy intervention strategies

- Discussion of consequences of bullying with students in lessons or in assembly
- Educate students to identify what behaviours constitute bullying
- Empower students to find strategies to deal with bullying effectively
- Challenge and re-educate students who have been identified as bullies
- Maintain an ethos at John Whitgift Academy where bullying is unacceptable

If you ever see or hear this happening, directed to yourself or to anyone else, you should tell someone you can trust Your VTG Tutor, Learning Consequence Manager, class teacher or a friend. Do not keep it to yourself. The issue can then be addressed immediately.

www.kooth.com – a free and confidential on-line support service available to all students

safe@johnwhitgift.org.uk – a dedicated service at JWA should you need to seek confidential advice and help

We all have to work together to stamp this out.

December 2016 (update/CG)

Review date: July 2017