



Anti-Bullying Commitment

Rationale:

At The Wren, we are a school with a core set of values that we live by; where these core values of **Kindness, Ambition and Respect** direct our every interaction. Bullying is a serious issue that can have a lasting impact on individuals, both emotionally and academically. We firmly believe *that every student, and staff member*, deserves to be treated with respect and dignity and we will not tolerate any form of bullying behaviour be that physical, verbal or cyberbullying. We continue to strive to maintain an inclusive community where everyone feels valued, accepted and supported on our Journey to Exceptional.

To whom does this commitment apply?

By the very nature of their relationship with The Wren school of which this commitment is a part of, this commitment applies to anyone working on behalf of, or with The Wren School, including all paid staff of The Wren School and Excalibur Academy Trust and its partners, students, supply staff, visitors, members of our governing body, all Families of The Wren.

When does this commitment apply?

- School time (including break times)
- Going to and from school
- School tours/trips
- On school grounds at any time
- Extra-curricular activities
- Social networking/media and cyber technology sites such as Twitter, Facebook and texting that has a negative impact on school life.

Furthermore, this commitment applies outside of the school if the behaviour impacts upon any person's participation in our school. It deals with negative behaviours and attitudes which arise or occur in school, and which affect the progress and sense of emotional wellbeing of students or other people at the school. This commitment outlines the necessary steps to be taken when a bullying incident is reported. *

What is bullying behaviour?

Bullying Behaviour is **repeated negative** behaviour **intended** to make others feel

- Upset
- Uncomfortable
- Unsafe

Who is involved with bullying behaviour?

When referring to those who exhibit 'bullying behaviour', we refer to them as the **perpetrator**. The **bystander** supports or allows the behaviour to continue, and the person to whom this behaviour is aimed at, is the **target**. These definitions recognise that the 'perpetrator' can be separated from the behaviour and that this behaviour can be fuelled by 'bystanders'. It also ensures that the 'target' is not a victim and that they are empowered to speak out against this behaviour.

What are the effects of Bullying Behaviour?

Bullying behaviour creates a culture of fear and has a negative impact on everyone involved. It affects a person's physical, emotional, academic and social well-being which can last a lifetime. Bullying Behaviour impacts the target, the perpetrator and bystanders in the following ways:

The Target:

- Have lower academic outcomes, including lower attendance
- Display high levels of emotion that indicate vulnerability and low levels of resilience



- Avoid conflict and be socially withdrawn
- Have low self-esteem leading to depression, anxiety and loneliness
- Have nightmares
- In extreme cases, have a higher risk of self-harm and/or suicide

The Perpetrator:

- Display high levels of aggressive behaviour which can impact on their future
- Struggle to develop and maintain effective relationships
- Have difficulty integrating into education settings or the workplace
- Have low self-esteem
- Have difficulty understanding boundaries and limit

The Bystander:

- Be reluctant to attend school
- Feel fearful, scared and guilty for not doing anything
- Experience pressure to participate in the bullying
- Become anxious and worried

What are the types of Bullying Behaviour?

The following are some of the types of bullying behaviour for which we will place consequences against – they are not limited to these lists. To be clear, the behaviour will always be assessed in line with our definition and with consideration of the context of the behaviour displayed.

Verbal	Indirect	Physical
Discriminatory Language which is targeted at any protected characteristics**; Swearing; Offensive Language; Hurtful Comments; Body Shaming;	Cyberbullying; *** Spreading rumours; Posting pictures; *** Up skirting; *** Isolating people; Misuse of toilet areas or banging on doors to intimidate; Acting as a bystander including but not limited to: encouraging others to perform bullying behaviour; filming of; passively observing rather than getting support.	Physical Violence includes but is not restricted to pushing, pulling, scratching, slapping, kicking, punching, spitting Coercive physical contact such as arms around shoulders, neck, tapping or rubbing someone's head; Queue jumping;

Protected Characteristics: **: Under the 2010 Equality Act it is illegal to discriminate against age, gender, race, disability, religion or belief, sexual orientation, gender reassignment, marriage or civil partnerships, pregnancy and maternity.

Illegal activities ***

How does The Wren reinforce our commitment against bullying behaviour?

Strategies at The Wren include regular assemblies, student bulletin messages and culture lessons which repeat the message that we do not accept any form of bullying behaviour including banter or play fighting, which can inadvertently lead to bullying behaviours. Other strategies include:

- Extensive Student Leadership recruitment including Anti – bullying Ambassadors, Prefects and Associates to monitor and contribute to student voice regarding bullying behaviours;
- Student Leadership duty timetable to support staff at break times in all areas across the school;
- Enrolling as a member of the Diana Trust Anti- bullying programme and utilising its training;
- Use of the Be Bovered Box and Be Bovered email address for incidents to be declared by students, staff or families of The Wren;



- Whole year group language coaching sessions to educate students on the impact of inappropriate or offensive language choices;
- Sharing data of incidents and consequences with students;
- Our Anti-Bullying pledge signed by all students on arrival to The Wren;
- Family and Visitor Conduct agreement.

What are the Consequences issued for bullying behaviour?

The flow chart below outlines the consequences of bullying behaviour *including bystanders*:

Anyone, including but not restricted to the target, a peer, family of The Wren or a member of staff, can report an incident of bullying behaviour to a member of Wren staff.

The member of staff **must** inform the relevant Progress Leader.

The relevant Progress Leader (or someone they delegate to) **must** investigate.

The investigation **must** involve talking to, and taking statements from, the target, the perpetrator, peers, staff and family of The Wren.

The relevant Progress Leader (or delegate) **must** inform the target's and perpetrator's family.

The Progress Leader (or delegate) must ensure a copy of any statements are placed in the target's and perpetrator's files.

The perpetrator's consequence will depend on the severity of the incident that has been investigated and the perpetrator's history.

The target must be kept informed of any decision regarding the consequence of the perpetrator and their feelings taken into consideration.

The Progress Leader (or delegate) **must** use the school Behaviour Policy and incrementally apply a consequence if the perpetrator's behaviour does not change.

The Progress Leader (or delegate) **must** check in on the target to ensure the appropriate support is in place to help them overcome the incident that was investigated.

Our whole Wren community must feel safe and respected if we are to progress and work together effectively. Since we are a school which sets high standards to meet exceptional outcomes, we will ensure bullying behaviour cannot thrive and ensure nobody has to suffer from harassment of any kind. As such, The Wren school will not tolerate bullying behaviour in any form.