

## Bullying

At Wyvern College, we are committed to providing a supportive, caring, friendly and safe environment for all our students to promote the value of individuality, to respect diversity, to show tolerance and empathy towards others and to promote equality of opportunity for all. We need to respect that everyone is different and this means being polite and kind to people who are different to you. It also means people need to respect you too.

**Bullying of any kind is unacceptable.**

### Our definition of what bullying is

Wyvern College uses the Diana Award definition of bullying:

**“Repeated** negative behaviour **intended** to make someone feel **upset, uncomfortable** or **unsafe**”

**Repeated** means it happens more than once.

**Intended** means it was deliberate and planned.

We call **upset, uncomfortable** and **unsafe** the **3Us**.

Not all negative behaviours are bullying. To check if it is bullying we need to be sure it is **repeated** and **intended** to cause one or more of the **3Us**.

### What to do if I or someone I know is being bullied

Is it conflict, unkindness, meanness or bullying?

If you think you or someone you know is being bullied, please first check whether it is conflict, unkindness, meanness or bullying.

|   |                |   |
|---|----------------|---|
| <b>Were the hurtful words and actions one-way by one person to another?</b><br>Yes ↓  | <b>No</b><br>→ | <b>Conflict</b><br>This is conflict, not bullying. Please do still report the incident by emailing or speaking to your/ your child's Pastoral Leader or Pastoral Assistant and we will investigate and follow up with you     |
| <b>Was it done on purpose with the deliberate intention to hurt or harm?</b><br>Yes ↓ | <b>No</b><br>→ | <b>Unkindness</b><br>This is unkindness, not bullying. Please do still report the incident by emailing or speaking to your/ your child's Pastoral Leader or Pastoral Assistant and we will investigate and follow up with you |
| <b>Was this behaviour a repeat of similar behaviour</b><br>Yes ↓                      | <b>No</b><br>→ | <b>Meanness</b><br>This is meanness, not bullying. Please do still report the incident by emailing or speaking to your/ your child's Pastoral Leader or Pastoral Assistant and we will investigate and follow up with you     |
| <b>Bullying</b>   | →              | <b>Bullying</b><br>This is likely to be bullying. Read through the “If it is bullying, report it” section below for details of how to report it. We will contact you about our next steps                                     |

If you are reporting **conflict, unkindness or meanness** please get in touch with your Pastoral Leader or Deputy Pastoral Leader. If you do not know their email address, send to [enquiries@wyvern.hants.sch.uk](mailto:enquiries@wyvern.hants.sch.uk).

If it is bullying, report it

We know it can feel difficult to report bullying and so we try to make it as easy as possible for you by giving you lots of different ways to report it. Choose whichever way makes you most comfortable. You can:

- Tell your Tutor, Pastoral Leader or Pastoral Assistant (take a friend with you if this makes you feel more comfortable)
- Tell any other trusted member of staff at Wyvern
- Tell an Anti-Bullying Ambassador (look for the badge on their blazer)
- Email [bullying@wyvern.hants.sch.uk](mailto:bullying@wyvern.hants.sch.uk)

If you are reporting bullying by email, please try to include:

- Who is being bullied and which year group are they in?
- Who has been doing the bullying
- What they have been doing, when and how often
- Did anyone else witness the bullying and if so, who?
- Do you have any evidence you can share with us, like damaged property, screenshots from social media etc?

#### [What the school does next](#)

After you have reported bullying the school will then investigate which could include speaking to students involved, speaking to witnesses and reviewing evidence such as screenshots or CCTV. This can take a few days as we need to be thorough and to get the best understanding possible of the issue so we can then take the right action.

We will decide whether the incident is conflict, unkindness, meanness or bullying and based on this outcome, decide on next steps which could include sanctions and education for the perpetrator and support for the person targeted.

We follow a stepped approach to sanctions so that repeated incidents are punished with the most severe sanctions such as IER, suspensions and permanent exclusion.

## THE FOUR POINT PLAN FOR TACKLING BULLYING IN COLLEGE

| INITIAL  | REPEATED  | ONGOING  | SUSTAINED   |
|--|---|--|---|
| <b>First incident(s)</b> of behaviour intended to make others feel upset, uncomfortable or unsafe.   | <b>Further incident(s)</b> of behaviour intended to make others feel upset, uncomfortable or unsafe.<br><br><b>First incident</b> related to a Protected Characteristic | <b>Further incident(s)</b> of behaviour intended to make others feel upset, uncomfortable or unsafe.<br><br><b>Deliberate breach</b> of behaviour contract | <b>Further incident(s)</b> of behaviour intended to make others feel upset, uncomfortable or unsafe.<br><br><b>Repeated deliberate breaches</b> of behaviour contract |
| <b>C3 SLT DT</b><br><b>Contact home</b>  | <b>RBD / IER / Both</b><br><b>PL call home</b><br><b>PL warning letter</b>  | <b>IER / Suspension</b><br><b>Behaviour Contract</b><br><b>PL parent meeting</b><br><b>HT warning letter</b>   | <b>Suspension</b><br><b>SLT parent meeting</b><br><b>HT final warning letter</b>  |
| Failure to successfully complete:<br><br>SLT DT => IER   | Failure to successfully complete:<br><br>RBD=> IER<br>IER=> Suspension  | Failure to successfully complete:<br><br>IER=> Suspension  | <b>Repeated incidents</b><br><b>=&gt; Removed from Wyvern</b>   |
| This plan is guidance for pastoral teams, but their professional judgement will be used when setting sanctions and when to escalate through the levels based on the context and circumstances of each incident. For example, reasonable adjustments to sanctions for EHCP/ASC/SLCN students may be made such as Social Story Work etc. |   |  |   |

After action has been taken the school will arrange for your/your child's tutor to check-in regularly to make sure the action taken has resulted in the bullying being stopped. We will also ask you to report any further issues.

The school will contact parents and keep them updated throughout this process.

### What if the bullying happened outside of school?

Please do report to us bullying which happens outside of school. Whilst we cannot use in-school sanctions for incident which happen outside of school we will do our best to support you. This could include putting in place arrangements in school to separate the perpetrator and the person being targeted, or to support you in reporting issues to the Police.

### Keep a record

Write down what happened, when it happened and who was involved. If it was online, keep the evidence- save copies of any photos, videos, texts, emails or posts.

### Never retaliate

It is never ok to try to take revenge if you are being bullied, for example by fighting back physically, using unkind words or trying to embarrass or hurt the other person. This will most often result in you getting into trouble too or even could end up in you getting more hurt.

If you want to stand up for yourself, the right way to do this is to say, "I don't like it when you say/do that- STOP". If it doesn't stop report it and the school will act to make it stop.

### Surround yourself with people that make you feel good

Spend time with people who make you feel good about yourself. They are not a real friend if they constantly say or do unkind things.

### Don't blame yourself- it is not your fault

There is never any excuse for bullying someone. It is never your fault if you are bullied.

### Isn't reporting bullying just 'snitching'?

No, reporting bullying is **safeguarding**, not snitching.

The effects of bullying can be really serious. In a recent national survey it was found that:

- 1 in 10 people who are bullied try to end their own life
- 3 in 10 have thoughts about ending their own life
- 3 in 10 self-harm
- 4 in 10 develop anxiety
- 4 in 10 develop depression
- 1 in 10 develop an eating disorder

**These effects can last a lifetime.** People who were bullied at school can still be suffering from the effects of it when they are adults or even into old age.

Bullying must be taken very seriously and by reporting it you could quite literally save someone else's or your own life. It's about keeping people safe and stopping the awful effects listed above from happening. Reporting bullying is **safeguarding**, not snitching.

**Safeguarding**- reporting that someone is in danger or in trouble and who needs help in order to be kept safe from hurt or harm.

## Extra Support

### ChildLine

A free, confidential helpline for children and young people. They offer advice and support by phone and online, 24 hours a day. Call 0800 11 11 or visit their [website](#) for more advice.

### Kidscape

Advice for parents and young people about dealing with bullying. See their [website](#) for more information.

## Further Information

Wyvern College Anti-Bullying Policy