

Anti-bullying Strategy

(In conjunction with Academy Behaviour Policy)

September 2020

The renewal date for this policy is: September 2021

Statement of Intent

We are committed to providing a welcoming, caring, friendly and safe environment for all members of our school community so they can feel supported in their learning and work. We actively promote the understanding that all bullying is anti-social behaviour and affects everyone. Bullying of any kind is unacceptable at our school.

Despite our culture of zero tolerance, we accept that there may be some instances of bullying. If bullying occurs between pupils, all pupils should know that incidents will be dealt with firmly, fairly and promptly. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell an adult. If adults feel that they are being bullied they must tell someone; their line manager, a senior manager or a trusted colleague.

All members of our community; governors, teaching and non-teaching staff, pupils and parents should have a shared understanding of what bullying is:

- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported
- All members of our community should know that bullying will not be tolerated

What is Bullying?

'Behaviour by an individual or group usually repeated over time that intentionally hurts another individual or group either physically or emotionally'; Safe to Learn (DCSF)

We define bullying as deliberate hurtful behaviour, repeated over a period of time.

- Bullying has the intention of hurting another person
- Bullying results in pain and distress for the victim
- Bullying can occur between children, between adults and between children and adults
- All bullying is wrong

Bullying is not friends falling out, arguments over football or isolated incidents, but we recognize that these can lead to bullying.

Bullying can be:

- **Emotional** (being deliberately unfriendly, excluding, tormenting, intimidating)
- **Verbal** (*repeated name-calling, sarcasm, spreading rumours, persistent teasing*)
- **Physical** (*pushing, kicking, hitting, punching, biting or any use of violence*)
- **Damage** (damage to property, theft, demanding possessions)

- **Racist** (racial abuse, graffiti, gestures)
- **Sexual** (unwanted physical contact or sexually abusive comments)
- **Homophobic** (because of, or focusing on sexual orientation)
- **Cyber** (*email and internet chat room misuse, messages on social networking sites, mobile telephone threats by text messaging and calls and misuse of associated technology, i.e. camera and video facilities*)

Signs of being bullied:

- Unwillingness to come to school.
- Withdrawn, isolated behaviour.
- Complaining about missing possessions.
- Refusal to talk about problems.
- Being easily distressed.
- Damaged or incomplete work.
- Regularly feeling ill.
- Work not completed to usual standard.
- Setting off for school particularly early or late.
- Tearfulness, depression.
- Change in pupil behaviour or confidence

How Our Policy is Promoted

- Positive behaviour is encouraged through our behaviour policy
- We celebrate success
- We use assemblies, circle time, PSHCE and SEAL strategies to promote anti-bullying
- We have an annual anti-bullying focus week
- We use a range of strategies in the playground to reduce incidents of bullying
- Staff, pupils and parents are consulted and informed about bullying issues
- We declare that we are an Anti-Bullying Community

The whole school community has a collective responsibility to promote anti-bullying.

The Role of Governors

- The governing body supports the head teacher in all attempts to eliminate bullying from our school.
- Any incidents of bullying that do occur are taken seriously and dealt with appropriately.
- The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy annually.
- The governors recognize that bullying can occur in the workplace.
- The governors require the head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- The governing body will respond to any formal request from a parent or member of staff to investigate incidents of bullying by informing the head teacher, who will then conduct an appropriate investigation into the case. If the allegation of bullying names the head teacher, the governors will seek appropriate advice.

The Role of the Head Teacher

- It is the responsibility of the head teacher to implement the academy Anti-bullying Strategy and to ensure that all staff follow the strategy and are aware of how to deal with incidents of bullying.
- The head teacher ensures that all staff are given sufficient training to be equipped to deal with all incidents of bullying.
- The head teacher actively promotes anti-bullying.

The Role of the Staff

- Staff take all forms of bullying seriously and intervene to prevent incidents from taking place.
- Teachers record bullying incidents
- Allegations of bullying raised by parents and pupils will be recorded on CPOMS
- Teachers will use the academy Behaviour Policy to refer incidents of bullying to the appropriate person.
- Staff do all they can to support a child who is being bullied.
- If staff are aware of any bullying taking place, the issue should be dealt with promptly in accordance with the Anti-bullying Strategy and the Behaviour Policy.

Teachers attempt to support all children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The Role of Parents

- Parents have a responsibility to support our school's Anti-bullying Strategy and to actively encourage their child to be a positive member of the school community, in accordance with the Home-School Agreement.
- Parents who are concerned that their child might be being bullied, or who suspect that their child may be bullying, should contact the school immediately, initially through the class teacher.
- Parents must not encourage or condone aggressive or violent behaviour under any circumstances.
- Parents must not behave aggressively or violently towards:
 - children
 - other parents
 - members of staff

The Role of Pupils

- All pupils have a responsibility to support our academy's Anti-bullying Strategy
- Pupils must understand that all bullying is wrong and that it will not be accepted.
- If pupils see bullying they should tell someone.
- If pupils are being bullied they should tell someone.

Procedures

- All alleged bullying incidents will be recorded.
- The alleged bullying behaviour or threats of bullying will be investigated and the bullying stopped as quickly as possible.
- Pupils will be encouraged to agree a resolution.
- Parents will be informed.
- There will be attempts to help the bully /engage with bullies to change their behaviour.

Outcomes

- Sanctions in line with the school's Behaviour Policy will be applied.
- If necessary and appropriate, the police will be consulted.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.