



## STOCKLAND C OF E PRIMARY ACADEMY

### ANTI-BULLYING POLICY

Status	Adopted
Policy Written	May 2019
Policy Agreed	June 2019
Panel Responsible	T&L Committee
Date Full Review	June 2020

#### MORAL FRAMEWORK

Schools which excel at tackling bullying have 'created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know this is the right way to behave' (DfE 2014).

Our whole school behaviour policy states that:

'It is a primary aim of our Academy that every member of the Academy community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all.'

The academy believes that all staff and pupils have the right to feel safe and secure in the academy environment. Bullying of any kind is unacceptable and will not be tolerated.

This academy is committed to working towards equal opportunities and valuing diversity in all aspects of the life of the academy.

#### AIMS

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. We will:

- create a safe and secure environment for all pupils and staff where bullying is regarded as unacceptable.
- outline the preventative systems in place, including the content and manner in which anti-bullying education will be delivered in this school
- clarify the system of dealing with a bullying incident.
- Meet the legal requirement for all academies to draw up and implement an effective anti-bullying strategy.

The academy will work towards these aims in partnership with the governing body, parents/carers, pupils and external providers, enabling everyone in the school community to have a shared understanding of what constitutes bullying, and what does not, and the strategies in place to achieve this.

## DEFINITION OF BULLYING

Bullying is 'behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally' (DfE 2014).

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting, ridicule, humiliation.
- **Verbal:** name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- **Physical:** pushing, kicking, hitting or any other forms of violence, taking someone's things.
- **Racist:** racial taunts, graffiti, gestures, making fun of culture and/or religion.
- **Sexual:** unwanted physical contact or sexually abusive or sexist comments, including homophobic bullying.
- **Cyber:** using electronic forms of contact such as the internet, social networking sites, mobile phones or email to deliberately upset another person.

It is important to understand that bullying is not the occasional falling out with a friend, name calling or teasing. To identify behaviour as bullying:

- there is a deliberate intention to hurt, upset or humiliate.
- there is a power imbalance that makes it hard for the victim to defend themselves.
- it is usually repeated and persistent.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Bullying can take place between:

- Pupils
- Pupils and staff
- Between staff
- Individuals or groups

## **PREVENTION**

Values of respect for staff and other pupils and a clear understanding of how our actions affect others permeate the whole school environment.

Aspects particularly relevant to anti-bullying include:

- encouraging the exploration and clarification of values and attitudes, rights and responsibilities
- fostering self esteem,, positive self-image and confidence
- developing skills of communication and effective dialogue in relationships, enabling pupils to deal with conflict and feelings.
- providing pupils with information that is relevant and appropriate to their age and developmental stage.

Raising awareness of anti-bullying will occur through:

- assembly time
- small group work
- PSHE lessons
- Spirituality policy

Active learning methods which involve pupils' full participation will be used.

Outside agencies will be used to support and assist the teachers in the development of the classroom based work and on a one to one basis.

## **PREVENTING CYBERBULLYING**

In preventing cyber-bullying we will continue to develop a whole school understanding of acceptable online behaviours. The Acceptable Use Policy for ICT will be updated annually.

We will ensure that children are made aware of the negative aspects of cyber-bullying. To support this process and to reduce the risk of cyber-bullying children are not permitted to have mobile phones at school.

The academy will liaise with partners from key outside agencies who can support the school in raising awareness of cyber bullying e.g. Police or NSPCC.

In responding to a cyberbullying incident staff will use the protocol set out in Appendix 2.

The academy will hold regular parent events on keeping your child safe.

## **REPORTING AND RESPONDING TO BULLYING**

All staff will respond calmly and consistently to allegations and incidents of bullying. The academy will treat seriously all incidents which are brought to the attention of the staff.

Pupils would usually report incidents to their class teacher but they will be made aware that they can approach any member of staff in the school with whom they are comfortable.

If a parent/carer is concerned that their child is or might be bullied they should approach their child's class teacher or the Principal. The headteacher will be informed of all bullying incidents. He will be involved in parent/carer liaisons and kept regularly updated.

A record of the incident/s will be documented using the Bullying Report Form (Appendix 1). Pupils will be made aware that some information cannot be held confidential and that their best interests will be maintained.

Witnesses will be interviewed and a record made.

The perpetrators will be interviewed and a course of action will be decided dependent on individual circumstances.

Accepted good practice is to use a range of interventions as all pupils and incidents are individual. What works for one will not necessarily work for all (DfE Research Brief, 2011).

Bullying of any kind is unacceptable and this will be made clear to the perpetrator/s through the application of appropriate disciplinary measures. These will be applied with discretion and sensitivity as we recognise that perpetrators usually have emotional needs themselves. The possible reasons behind the bullying behaviour will be examined and this will include consideration as to whether it reveals any concern for the safety of the perpetrator. Consideration will be given as to whether the perpetrator needs support in order to change their behaviour.

The headteacher retains an important discretion not to inform parents of children of bullying incidents if he has good reasons not to. The headteacher will record such good reasons in a central log with the other details of the bullying incident.

Records will be kept of all reported bullying incidents by the headteacher who will provide support to pupils and liaise with parents. An observation in the record will be made as to how this information was obtained e.g. hearsay, gossip, observation, the age and gender of all pupils involved, the nature of the incident and type of response made. The bullying record book will be regularly monitored and follow up interviews with pupils will be implemented.

A brief summary of the incident will be placed in the victim's and bully's file. These records can be accessed by the headteacher and will be held according to academy policy.

## **SAFEGUARDING**

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case school staff should report their concerns to their local authority children's social care.

## **BULLYING OUTSIDE SCHOOL PREMISES**

The procedures laid out in this policy equally apply to any incidents off academy premises. Teachers have the power to discipline pupils for misbehaving outside the school premises 'to such an extent as is reasonable'. This can relate to any bullying incidents occurring anywhere off the school

premises, such as on school or public transport, outside the local shops, or in a town or village centre. This includes any form of cyber-bullying.

Where bullying outside school is reported to school staff it will be investigated and acted on.

## **MONITORING AND REVIEW**

The policy will be reviewed annually. Feedback from staff, parents and pupils will indicate the effectiveness of the procedures and education programme. We will conduct an annual survey looking at how the pupils feel about bullying in the school. We will issue an annual parent questionnaire and views about bullying will be included in this.

We will also review the number of reported incidents annually but be mindful of the small numbers involved and the interpretation of these figures.

The headteacher will report termly to the governors within the safeguarding report.

## **RELATED POLICIES**

Other academy policies which have relevance to the anti-bullying policy are:

- Equality Policy
- Child Protection
- Children Looked After
- Behaviour
- Health and Safety
- Special Educational Needs and Inclusion
- Online Safety Policy & Acceptable Use
- PSHE
- Anti cyber-bullying

## **REVIEW OF THE POLICY**

Signature of Principal and Chair of Teaching & Learning Committee

\_\_\_\_\_ Principal

\_\_\_\_\_ Chair of Teaching and Learning Committee

Policy reviewed and approved by the Governors in June 2019. The policy will be reviewed in June 2020.

### STOCKLAND PRIMARY ACADEMY TRUST -BULLYING REPORT FORM

This form should be completed and then discussed with and given to the headteacher.

Name and role of person providing information (pupil, parent etc):
Name of pupil(s) being bullied:
Year group of pupil:

Describe briefly what is happening:
Where did it happen?
When did it happen?
Who was doing the bullying? If there was more than one person involved what were their roles (including bystanders)?
Did anyone else see it happen, if so, who?
How often is the bullying taking place?
How long has it been going on?

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If you are being bullied how does it make you feel? If you are reporting bullying that is happening to someone else how do you think it makes them feel?
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If you are being bullied are you being physically hurt? If you are reporting bullying that is happening to someone else are they being physically hurt?
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As a result of the bullying have you or those being bullied needed medical help?
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Have you told anyone else about the bullying? Please write the name next to who they are:  Parent/carer:  Brother/sister:  Other family member:  Friend:  Teacher/teaching assistant:  Key worker:  Doctor/nurse:  Other (please say who):  If you haven't told anyone else, what has put you off doing so?
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If you are being bullied what sort of help and support would you like?  - Supported meeting or communication with perpetrators to find a way forward - Regular access to an adult to talk to - Peer support
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- Other
How do you feel now you have reported this bullying?

**PROTOCOL FOR RESPONDING TO REPORTS OF CYBERBULLYING**

If a child discloses that they are subject to cyber-bullying the school will:

- Make sure the child knows not to retaliate or return text messages.
- Advise the child to keep any evidence if possible i.e. text messages, emails, or screenshots of websites they have been bullied on.
- Check the child knows how to prevent it from happening again e.g. by changing contact details, blocking contacts or leaving a chat room.
- Involve parents, if appropriate, in discussions about the incident (sensitively) to maximise support.
- Take action to contain the incident when content has been circulated: if we know who the person responsible is they will be asked to remove the content or the host (e.g. social networking site) will be contacted to make a report and get the content taken down.
- Use disciplinary powers to confiscate any phones that are being used to cyberbully. Ask the pupil to tell you who they have sent messages on to.
- In cases of illegal content, contact the police, who can determine what needs to be kept for evidential purposes. Identify perpetrators and approach the police if the case merits intervention.